

1-18-1990

Board of Trustees Meeting Packet, January 18, 1990

Framingham State University

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Since 1889

Framingham State College Board of Trustees

100 State Street, Framingham, MA 01701-9101
Telephone (508) 626-4575
FAX (508) 626-4592

BOARD OF TRUSTEES*

Framingham State College

Board Meeting

March 15, 1990

1839 Room, D. Justin McCarthy College Center
Framingham State College
Framingham, Massachusetts

AGENDA

1. Approval of Minutes - January 18, 1990 (Attachment I)
2. Report of the Chair
3. Report of the Task Forces
 - a. Budget
 - b. Personnel (Attachment II)
4. Report of the President
5. Other Business

* In keeping with Board of Trustees By-Laws

The Trustees may reserve one half hour at the end of the agenda of their regular meetings for public participation. Individuals seeking to speak to the Trustees shall so inform the President's Office in writing, setting forth the purposes for speaking, at least one week prior to the relevant meeting. Subject to the Chair's discretion, individuals will be permitted to speak to the Trustees and will be assigned time within the allotted half hour based on the time of receipt of request.

PIONEERS IN EDUCATION

Barry J. Walker, Esquire, *Chair*
Sherwin Greenblatt, *Vice Chair*
Lillian A. Buckley
Robert M. Cahners

Reverend Raymond J. Callahan, S.J.
Edward M. Clasby
Robert C. Johnson, Jr., Esquire

Harold Masterman
Daniel Phipps, Student
Martin Ploof, Jr.
Meave T. Sullivan

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Framingham State College Board of Trustees

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March 8, 1990

M E M O R A N D U M

The following Task Force meetings of the Framingham State College Board of Trustees will be held on Thursday, March 15, 1990.

Budget Task Force - 4:00 p.m.

1839 Room, Sections A & B

D. Justin McCarthy College Center

(Trustees Clasby, Chair; Cahners; Phipps; and Sullivan)

AGENDA

1. Fiscal Year 1991 Budget Status
2. Trust Funds
 - a. McAuliffe Center
 - b. Adalina Acchione Cellucci Scholarship Fund
3. State Street Property
4. Collective Bargaining Contracts

Personnel Task Force - 4:00 p.m.

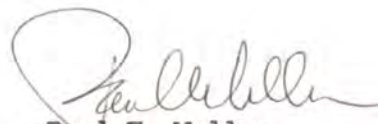
V.I.P. Room

D. Justin McCarthy College Center

(Trustees Buckley, Chair; Callahan; Masterman; and Ploof)

AGENDA

1. Appointment Recommendations
2. Promotion Recommendations
3. Tenure Recommendations


--Paul F. Weller
President

PFW:amd

PIONEERS IN EDUCATION

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Meave T. Sullivan

ATTACHMENT I

FRAMINGHAM STATE COLLEGE

BOARD OF TRUSTEES

January 18, 1990

Present: Trustees Walker, Chair; Greenblatt, Vice Chair; Cahners; Callahan; Johnson; Phipps; Ploof; Sullivan; and President Weller.

Absent: Trustees Buckley, Clasby, and Masterman.

Chair Walker called the meeting to order at 7:15 p.m.

* * * * *

On motion duly made and seconded, it was

VOTED: to approve the November 16, 1989 minutes.

* * * * *

Report of the Chair

Chair Walker stated that the Association of the Boards of Trustees of State Colleges held an organizational meeting on December 18, 1989. The two Representatives from Framingham State College's Board of Trustees, Trustees Walker and Callahan, were unable to attend. The second meeting of the Association was scheduled this evening, but due to conflicts the meeting will be re-scheduled in early February. Chair Walker expressed commitment to the operations of the new Association and looked forward to a positive agenda with real issues so that the Association can begin to function.

Chair Walker reported that the ad hoc committee has held two very significant meetings. The first meeting was held with members of the Framingham State College Foundation, Inc. The meeting was conducted in a forthright manner, with members of the Foundation taking the report due in early February very seriously. President Weller and members of the committee have also met with the Foundation's consultant. The second meeting of the ad hoc committee was held with Mr. Arnold Bailey from the firm Bailey and Murphy. Mr. Bailey is interested in assisting the College in its long term fundraising program. The ad hoc committee will continue its work.

Chair Walker expressed his appreciation to all who assisted in the agreement with the Alumni Association. Special thanks are extended to the members of the Phonathon Task Force for their time and efforts in planning the upcoming Phonathon activities.

Chair Walker stated that he was very pleased to announce that a new Admissions Video has been produced under the direction of Director of Media Communications Walter Koroski. The video will be used for advertising and public relations purposes.

Chair Walker stated that a brief informal meeting of the Trustees will be held on Saturday, February 10th. Following the meeting, Trustees will join Alumni in their day of planned activities.

Chair Walker stated that the following is the formal Report of the Chair:

There is nothing like stating the obvious - the Commonwealth is in a financial mess; the Legislative Leadership and the Legislators, generally, do not have the political courage to deal with the budget deficit. It is far easier for them to rant, rave and rail about alleged budget fat than it is for them to deal with our problem in a realistic, honest and appropriate manner.

We all can hope that sanity and responsibility will in time return to Beacon Hill.

In the meantime all State institutions suffer greatly from the uncertainty of their financial futures. This uncertainty naturally leads to confusion, anger, hostility and, more important, the "lets look for another job" syndrome. Decades of commitment to institutions are seriously and justifiably jeopardized by this scenario.

We are fully aware that Framingham State College has not escaped or avoided these major problems and difficult issues.

There are several absolutes to which the ad hoc Committee and the administration are irrevocably committed.

The first of these and our paramount, overriding guarantee of it is:

The academic life of Framingham State College will be maintained and improved no matter the financial issues.

The academic mission of excellence in education at Framingham State College will not be compromised.

Our total commitment to the students and faculty will never waiver.

Our vigilant attention will be directed to insuring that our faculty will have more and better opportunities for the enrichment of their academic and research pursuits and the opportunity for teaching excellence.

We will not tolerate the termination of any full time faculty member.

No matter what - I can assure you - these goals, these commitments, these guaranties, will be honored.

There are some faculty issues which are controlled by others - and on those we will exercise whatever influence we may have.

Particularly, we will urge that good faith bargaining on the terms and conditions of new collective bargaining agreements be commenced forthwith and concluded as soon as possible for all the Unions and that the state wide issues involved therein be resolved fairly and equitably, giving full recognition that educational excellence requires fairly compensated faculty, staff and support personnel.

The tools of education - computers and software, books and other equipment will be a major priority. One cannot teach the past or attempt to open up the future without modern methodology and technology. We will do everything possible to meet this need.

Course offerings and course availability will not be allowed to deteriorate. We should and do recognize a compact with the students to guarantee them the greatest possible educational opportunity. That compact is, after all, why we exist.

None of us can realistically see into the future. None of us can reasonably predict the state of affairs we may see next year or thereafter. There is no doubt that the present fiscal crisis does cause problems - I hope that we can work together, creatively and with ingenuity to enhance this college.

No matter those uncertainties, we can meet the commitments we make tonight. We will honor them.

Report of the Task Forces

Budget Task Force

Trustee Cahners read the January 18, 1990 Report of the Trustee Budget Task Force (Attachment A).

Following discussion,

* * * * *

On motion duly made and seconded, it was

VOTED: to approve the Alumni Association, Framingham State College, Operating Budget for the period November 1, 1989 through June 30, 1990 in the amount of \$106,265 and the Capital Budget expenses of \$26,630 (Attached). It is understood that there shall be no liability on the part of the College for any expenses related to this budget.

* * * * *

On motion duly made and seconded, it was

VOTED: to approve the Alumni Association, Framingham State College, Phonathon Budget in the amount of \$12,785 (Attached). It is understood that the College shall support the phonathon expenses in an amount not to exceed \$12,785.

* * * * *

Personnel Task Force

Trustee Callahan, member of the Personnel Task Force, stated that the members of the Task Force met with Vice President Madeleine Adler and Associate Vice President Michael Fiorentino, at 4:00 p.m., today, January 18, 1990, to discuss Personnel Actions. Chair Callahan noted that an addendum to the Personnel Actions was distributed to all Trustees with two corrections.

Following discussion,

* * * * *

On motion duly made and seconded, it was

VOTED: To approve the Personnel Actions as presented (Attachment B).

* * * * *

Trustee Callahan stated that at the upcoming March 15, 1990 Board meeting, eleven Tenure recommendations and a number of Promotion recommendations will be presented for action. Vice President Adler addressed the problem which the College will be faced with in years to come. Dr. Adler expressed her concerns with the replacement of aging faculty and noted that in 1995 48% of all faculty at Framingham State College will be eligible for retirement. Dr. Adler has been continuing to work with the Faculty Union to address this concern. Also of concern is the current fiscal problem. If the fiscal crisis continues, the College will also lose young faculty members. Trustee Callahan commended Vice President Adler for the attention and work she has given to these concerns.

Trustee Callahan stated that the Task Force members also discussed the issue of part-time, visiting-lecturer positions. Board members have expressed their desire to hire fewer part-time positions, with more emphasis being placed on the full-time positions.

Trustee Johnson requested that the following additional information be provided on Tenure recommendations at the March 15, 1990 meeting:

- Percentage of overall faculty tenured
- Percentage of faculty per department tenured
- Standards which are used for granting tenure
- Mechanisms which are used to measure a faculty member's standards, i.e., articles, books, publications, etc.

Chair Walker stated that the concerns raised by Trustee Johnson were excellent and requested that an overview of standards used for the granting of tenure be available for the March 15, 1990 meeting.

College Relations Task Force

Chair Walker stated that Trustee Buckley, Chair of the College Relations Task Force, was not present this evening and asked that Vice President for Student Services Wendy Noyes give the report of the Task Force.

Vice President Noyes stated that the College Relations Task Force met on two occasions and identified two activities for the Spring 1990 semester. The first event will be "An Evening with Career Advisement and Placement" which will be held on Thursday, March 29, 1990 at 7:30 p.m. The second event will be a "Trustee Seminar", which will be held on April 19, 1990 at 7:30 p.m. The College Relations Task Force plans to schedule two events each semester. With the assistance of Vice President Adler, plans for the upcoming Fall 1990 Semester include a "Trustee Go To School Day".

Chair Walker stated that he was delighted with the three upcoming programs planned by the College Relations Task Force.

Community Relations Task Force

Trustee Cahners, Chair of the McAuliffe Dinner Planning Committee, reported that the Fourth Annual Christa McAuliffe Dinner will be held on May 26, 1990 at the Marriott Long Wharf in Boston. We are pleased and honored to announce that Speaker of the House John Sununu will be this year's honoree.

Chair Walker expressed his appreciation to Trustee Johnson for his assistance in obtaining John Sununu as this year's honoree. He asked for Trustee support to help make this year's Fourth Annual Dinner a success.

Trustee Phipps asked what the attendance was at last year's McAuliffe Dinner?

President Weller stated that approximately 600 people attended the Third Annual McAuliffe Dinner, with about 500 people purchasing tickets. This year, the committee has set a goal to sell 1,000 tickets.

Report of the President

President Weller stated that the College is extremely honored to have John Sununu at the Fourth Annual McAuliffe Dinner. With next year being the fifth anniversary of the Challenger disaster, it is our hope to have President Bush, who was actively involved with the Challenger in 1986, as honoree. Special thanks are extended to Trustees Cahners, Johnson, and Masterman for their time and good work in obtaining Governor Sununu as honoree and speaker.

President Weller stated that he was pleased to announce that Director of Media Communications Walter Koroski and his colleagues have produced a wonderful Admissions Video. President Weller expressed his appreciation to Walter Koroski, Martha Dewar, Phil Dooher, and all others who assisted in the production of the video.

The Admissions Video was viewed by all in attendance.

Vice President Adler stated that at the November 16, 1990 Board meeting, Chair Walker asked that she compile a list of activities and events in the academic area, which will be distributed to the Trustees this evening. She also announced that notice had just been received that the College has made the first cut in a F.I.S.P.E Grant competition. Additional work needs to be completed and submitted before final approval of the grant is awarded.

Vice President Adler continued to report that the Academic Affairs Office has been actively involved with many projects:

- The Center for Academic Support Services' (CASA) new office is in place with many new programs being offered;
- On-going work continues on the development of the General Education Core Curriculum program;
- Pedagogy Day is scheduled for Wednesday, February 28th with Dr. Leon Botstein, President of Bard College, as the keynote speaker;
- Dr. Joseph Harrington of the History Department has just completed a publication entitled: "Tweaking the Nose of the Russians: Fifty Years of Romanian/American Relations, 1940-1990", which will be published by Columbia University Press.
- Assistant Vice President for Academic Affairs Stefanie Sullivan and Associate Dean for Academic Affairs Jean Woodbury presented a paper on "Undergraduate Students: Ethical Considerations on Access and Retention", at the National Association of Academic Affairs Administrators Conference in November, 1989.

President Weller stated that he was very pleased with the news received from F.I.S.P.E., which is a very highly competitive Federal Grant program.

Acting Vice President Philip Dooher expressed his appreciation to Mr. Koroski and his staff for their work in producing an excellent video which will be used by the Admissions Office to recruit students.

Dr. Docher reported the following:

- . . . 328 students were offered admission to Framingham State for the Spring 1990 semester, with 240 or 73% accepting.
- . . . The average SAT scores for students accepted for the January semester are 464 verbal and 489 math, 50 points over the National Average.
- . . . Thanks to the special efforts of Admissions Counselor Liz Canella, minority students represent 10% of students accepted for the January semester.
- . . . The Phonathon Committee has met several times. Twenty telephone lines have been installed in preparation for telephone calls to begin the week of February 12th.

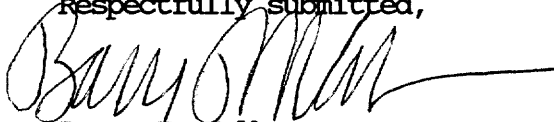
President Weller reported the following:

- . . . Special thanks are extended to Alfonso Canella, husband of Admissions Counselor Liz Canella, who contributed a substantial amount of money to the College through a matching gift program.
- . . . The College experienced two major maintenance problems within the last two months. A major electrical problem on the central campus and a steam line break between Iarned Hall and Whittemore Library, posing the possibilities for major disasters to the campus community. Due to the immediate and effective responses from Vice President Horrigan, Director of Facilities Michael Hinkley, and the facilities staff, these problems received immediate attention which resulted in minimal inconvenience to the College.
- . . . The purchase of the Haughey property located at 23 State Street is on-going, with plans to sign the purchase and sale agreement late in February.
- . . . An invitation is extended to all to attend the All-College General Meeting on Monday, January 22nd at 1:30 p.m. in the Forum of the D. Justin McCarthy College Center.
- . . . February is Black History Month. An open invitation is extended to all Trustees to join us for the many outstanding activities planned throughout the month.
- . . . Concern continues with the present fiscal crisis. Chair Walker has written to Secretary of Administration and Finance L. Edward Lashman expressing his concerns. The Council of Presidents and Chancellors of Public Higher Education has submitted a letter and materials to the Governor which show a 9% decline in Higher Education Budgets for Fiscal Years 1988-89 and 1989-90 compared to the overall State budget, which has increased by 12%.

We are very fortunate to have dedicated faculty, administrators, staff and students who have been cooperative and actively involved in addressing the issues of the fiscal crisis. We ask your support as a Board. We pledge to you that the quality of the programs at Framingham State College will not be reduced.

The meeting adjourned at 8:55 p.m.

Respectfully submitted,



Barry J. Walker
Chair, Framingham State College Board
of Trustees



Paul F. Weller
Executive Secretary, Framingham State
College Board of Trustees

FRAMINGHAM STATE COLLEGE
BUDGET TASK FORCE

March 15, 1990 - 4:00 p.m.
1839 Room, D. Justin McCarthy College Center
Framingham State College
Framingham, Massachusetts 01701

AGENDA

1. Status Report on Budget.
2. Request to establish the Adelina Acchione Cellucci Scholarship Fund.
(Attachment A)
3. Request to establish the Christa Corrigan McAuliffe Scholarship Fund.
(Attachment B)
4. Report of acquisition of Property at 23 State Street.
5. Report on status of Collective Bargaining.
6. Other Business.

FRAMINGHAM STATE COLLEGE
BUDGET TASK FORCE
January 18, 1990

The Budget Task Force met on Thursday, January 18, 1990 at 4:00 p.m. in the 1839 Room of the D. Justin McCarthy College Center at Framingham State College.

Trustees Present: Acting Chair; Cahners, Walker and Sullivan
Also Present: President Weller, Vice President Horrigan, Associate Director Calapa, Director of Alumni Affairs Foley

* * * * *

President Weller and Vice President Horrigan reported on the Budget status of the current Fiscal Year and Fiscal Year 1991. President Weller will report on this subject during his report.

* * * * *

Mr. Calapa, Associate Director of Fiscal Affairs presented charts depicting revenue for Fiscal Year 1989 as compared to Fiscal Year 1988. (copies of the charts are in the material distributed this evening) Mr. Calapa reported that revenue during the year was \$27,342,478, an increase of 1% over Fiscal Year 1988 revenue of \$27,069,732. Of this amount \$14,322,711 was derived from direct state appropriations and represents a decrease of 4.5% from last years appropriation of \$14,994,220.

* * * * *

Also included in the material distributed this evening is the Quarterly Report on Trust Funds which indicates income and expenditures through December 31, 1989. Staff is still reviewing the Regents' Proposed Guidelines for the expenditure of Trust Funds. An additional report will be presented at the March meeting.

* * * * *

The Task Force reviewed the State Auditors report on Cash and Revenue Management for Fiscal year 1989 (included with the materials distributed this evening.) Framingham State College was one of the 66 State agencies audited during late June and early July of 1989. There are no negative findings in the audit for Framingham State College.

On December 12, 1989 President Weller provided you with a copy of the final audit of Framingham State College for Fiscal Year 1987. In that audit it was recommended that the overhead rate assessment in the Continuing Education program "should be reviewed to ensure that an equitable rate is established for the future, which will enable the College to have its CEP pay its fair share of overhead costs and ensure that it is operating at no cost to the Commonwealth." The staff is beginning this review and the Task Force will keep the Board informed of its progress.

* * * * *

On November 16, 1989 the Trustees approved a contract between the College and the Alumni Association under which the Association is to provide a detailed budget for their operations for the period November 1, 1989 through June 30, 1990.

The contract also provides that funds raised from the Alumni direct mail appeal which is in excess of the approved budget will be given to the College by the Alumni Association. The Trustees of Framingham State College in approving the budget accept no financial liability for Alumni activities. The proposed budget was reviewed and is recommended by the joint Task Force established by the contract. We will recommend approval of the operational budget of \$106,265 and the Capital Budget of \$26,630 at the conclusion of this report.

In addition to the operational and capital budgets of the Alumni Association, a phonathon budget in the amount of \$12,785 was reviewed and recommended by the task force. Funds raised through the phonathon in excess of this amount will be paid to the College. However, should phonathon income not equal expenses for the phonathon, the College will provide support up to, but no more than \$12,785. We will recommend your approval of the phonathon budget at the conclusion of this report.

* * * * *

V O T E S

1. The Task Force recommends in accordance with the contractual agreement between Framingham State College and the Alumni Association, Framingham State College that the Trustees Vote:

To approve the operating budget of the Alumni Association, Framingham State College for the period November 1, 1989 through June 30, 1990 in the amount of \$106,265 and the Capital Outlay expenses of \$26,630. It is understood that there shall be no liability on the part of the College for any expenses related to this budget.

2. The Task Force recommends, in accordance with the contractual agreement between Framingham State College and the Alumni Association, Framingham State College that the Trustees Vote:
To approve the phonathon budget in the amount of \$12,785. It is understood that the College shall support the phonathon expenses in an amount not to exceed \$12,785.

TO: Members of the Board of Trustees
Framingham State College

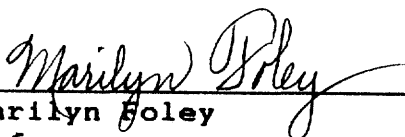
FROM: Budget/Finance Task Force

RE: Operating Expenses of
Alumni Association, Framingham State College

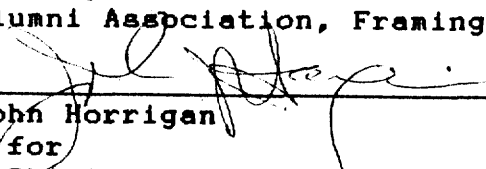
DATE: January 10, 1990

In accordance with item #3 of the contractual agreement dated November 1, 1989, we are submitting the budget figures for the operating expenses of the Alumni Association, Framingham State College for the contract period of November 1, 1989 through June 30, 1990 for your final approval.

These figures were prepared by the Finance Committee of the Alumni Association, reviewed and approved by the Executive Board of the Alumni Association at its January 8, 1990 meeting, and reviewed and accepted by the joint task force on Budget/Finance on January 9, 1990.



Marilyn Goley
for
Pauline Orsi
Penny Valukis
Alumni Association, Framingham State College



John Horrigan
for
Phillip Doohar
Martha Dewar
Framingham State College

Budget for Contractual Period

November 1, 1989 - June 30, 1990

Salaries and Benefits

Alumni Director	\$20,500
Retirement	\$1,025
Health Insurance	\$3,500
Medical	\$200
Assistant Secretary	\$1,300
Office Secretary	\$7,500
House Director	\$900
Bookkeeper	\$600
"Echo" Editor	\$2,600
Graduate Assistant	\$4,600
Student Help	\$500
MBA	\$150
Social Security	\$2,740

Office Operating Expenses

Telephone	\$625
Newsclip Service	
Service Contracts	\$800
(Repairs and Maintenance)	
Office Supplies	\$900
Reference Books	\$300

Alumni Programs

Annual Giving (1st and 2nd Appeals)	
Printing	\$7,700
(2 appeals, #10 envelopes, #9 envelopes, return cards, thank you notes, "Double your Dollar")	
Postage	\$3,000
Freight to Post Office	\$360
Gifts & Postage	\$1,500
Art Work & Typesetting	\$250
Alumni Weekend	\$1,200
Alumni Recognition	\$750
Fall Council	
Homecoming	\$800
Clubs	\$250
Alumni Basketball Reception	\$300
Red Sox buses	\$400
"ECHO" (2-28 pg. issues & 1-20 pg. issue)	
Printing	\$10,000
Typesetting	\$2,500
Design & Paste-up	\$1,600
Postage	\$4,200
Freight to Post Office	\$540
Miscellaneous Expenses	\$300

Student Programs

Freshmen Mugs	\$2,000
Senior/Alumni ID Cards	\$1,000
Graduation Flowers	\$100
Student Service Leadership Awards	\$500
Golf Tournament	\$200
Senior Pledge Pins	\$425
Senior Class Cookies	\$100
Parent-Family Day Coffee Hour	\$300

Miscellaneous

Christa McAuliffe Dinner Dance	\$1,000
Safety Deposit Box	\$60
Legal Notice	\$50
Charitable Funds Fee	\$50
State Vendor's Fee	\$25
Conferences	\$1,500
Gifts	\$400
Ad for Grad Asst. in "Chronicle"	\$250
Charge for Visa & Mastercard pledges to Annual Giving	
Ruth Wakefield Chocolate Chip Cookie Contest	
Printing	\$50
Postage	\$800

Postage

Permit	\$75
1st Class	\$900
Returned mail	\$450
Zip code directory	\$15

House Expenses

Interior Maintenance, Repairs (plaster, paint, wallpaper, carpets)	\$2,500
Furnishings	\$1,000
Landscaping (Spring & Fall clean-up, lawn, spraying and pruning shrubs)	\$1,600
Snow Removal - 10 @ \$35.00	\$350
Electricity	\$600
Water & Sewer	\$300
Fuel	\$1,875
Homeowner's Insurance	\$2,600
Workman's Compensation	\$500
Supplies & Miscellaneous	\$300

Capital Outlay Expenses

House	
Stonewall Repair	\$5,500
Roof, gutter, chimney repairs	\$19,630
Office	
Furniture	\$1,500
Computer hardware, software, and printer	

Phonathon Budget

(Based on 4,000 calls)

Salaries

Record Keeping	20 hr. wk/\$6.00	\$120 @ 16 wks	\$1920
Secretarial	20 hr. wk/\$6.00	\$120 @ 16 wks	\$1920
Marilyn Manzella	10 hrs. @ \$8.50 (1989)		\$85
Heather Barrett	10 hrs. @ \$6.00 (1989)		\$60
Kecia French	105 hrs. @ \$6.00 (1989)		\$630
Taxes			\$355

Printing

5000	#10 envelopes	\$250
5000	#9 envelopes	250
4000	Continuous form 8 1/2" X 11"	500
	(Includes 1000 reminders)	
1500	Thank you (2 sides)	\$70

Postage

1st Class	\$1,125
2000 Pledges	
1000 Reminders	
1500 Thank yous	

Promo

T-shirts	301	\$1,185
Posters	100	\$300
Gifts for callers	150	\$150
Special awards	6	\$30
Banner for tally		\$75
Pizza and Tonic (1989)		\$130
Gifts for Century Club members	30 @ \$5.00	\$150

Food

Pizza for 14	12 evenings	\$420
Tonic	12 evenings	\$100
Training Dinner	10	\$120
Pizza Party & Candy	150	\$500
Candy for Valentine's Day	15	
Miscellaneous		\$300

Reserve

Salaries for callers	
if unable to obtain volunteers	
144 callers for 3 hours @ \$5.00/hr.	\$2,160 or prizes

Visa & Mastercard charge

PERSONNEL ACTIONS

ADDENDUM

CORRECTION - VISITING LECTURER

Killory, J.F.

Psychology

Effective: 1/14/90 - 5/31/90
Salary changed FROM: \$2933.00
TO: \$5866.00

CANCELLATION OF APPOINTMENT

Cahalane, Lisa

Visiting Lecturer
Economics/Business

Effective: 1/14/90

January 18, 1990
Page 1 of 5

PERSONNEL ACTIONSSABBATICAL LEAVES

Chase, Warren	Professor Mathematics	Effective: Fall 1990
Czarnec, Walter	Professor Mathematics	Effective: Spring 1991
Donnell, Franklin	Assistant Professor Philosophy	Effective: Spring 1991
Dunne, Maureen	Assistant Professor Economics/Business	Effective: Spring 1991
Feldman, Alan	Professor English	Effective: Spring 1991
Hamilton, Charlene	Associate Professor Home Economics	Effective: Fall 1990
Heineman, Helen	Professor English	Effective: Spring 1991
Klar, Walter	Professor Education	Effective: Academic Year 1990-91
Krier, Donald	Professor Economics/Business	Effective: Spring 1991
LeBlanc, Rene	Professor Biology	Effective: Fall 1990
Lipton, Leah	Professor Art	Effective: Spring 1991
Peterson, Paul	Professor Physics	Effective: Fall 1990
Plummer, Patricia	Assistant Professor Home Economics	Effective: Spring 1991
Rosman, Bernie	Professor Computer Science	Effective: Academic Year 1990-1991

Shuster, James	Professor Sociology	Effective: Spring 1991
Torti, Dolores	Professor Nursing	Effective: Spring 1991

APPOINTMENTS

Breyter, Elena	Programmer-analyst Computer Services	Effective: 1/2/90 Salary: \$26,000.00
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FULL-TIME TEMPORARY APPOINTMENT

Berkeley, Christopher	Instructor History/Politics	Effective: 1/14/89 - 5/31/90 Salary: \$23,000.12 annually
ziak, Nancy	Assistant Professor Psychology	Effective: 1/14/90 - 5/31/90 Salary: \$29,700.32 annually
Horton, Marjorie C.	Instructor English	Effective: 1/14/89 - 5/31/90 Salary: \$23,000.12 annually
McCaul, Joseph	Instructor Computer Science	Effective: 1/14/89 - 5/31/90 Salary: \$23,390.64 annually
Odell, Patricia	Assistant Professor Mathematics	Effective: 1/14/89 - 5/31/90 Salary: \$29,000.40 annually

APPOINTMENTS - VISITING LECTURERS

Ambrose, Elaine L.	Mathematics	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Argir, Arlene J.	Education	Effective: 1/14/90 - 5/31/90 Salary: \$5866.00
Bosse, E. Peter	Economics/Business	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Brauner, Phyllis	Chemistry	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Breuning, Cornelia	Computer Science	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00

Cahalane, Lisa	Economics/Business	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Capuano, Margy	Physical Education	Effective: 1/14/90 - 5/31/90 Salary: \$4000.00
Clemente, Paul	Computer Science	Effective: 1/14/90 - 5/41-90 Salary: \$2933.00
Crawford, Roger	Economics/Business	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Cunningham, Richard M.	English	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Cooper, Lois	Mathematics	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Crisostomo, Mirtha	Economics/Business	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Dandaneau, Steven	Sociology	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Dargan, Susan	Sociology	Effective: 1/14/90 - 5/31/90 Salary: \$5866.00
DiDomenico, Angelo	Mathematics	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Eastman, Jennifer	Economics/Business	Effective: 1/14/90 - 5/31-90 Salary: \$2933.00
Fargo, Charlotte	Education	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Feldman, Nan	Art	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Foster, Irene	Home Economics	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Garabedian, Charles	Mathematics	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Garr, William	Education	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Gleason, Phyllis S.	English	Effective: 1/14/90 - 5/31/90 Salary: \$3200.00

Hannigan, Joseph	Computer Science	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Hertzberg, Martha	Modern Languages	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Horvitz, Simeon	Economics/Business	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Howland, John	Computer Science	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Huq, Saiful	Economics/Business	Effective: 1/14/90 - 5/31/90 Salary: \$3200.00
Killory, J.F.	Psychology	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Kim, Young-Kyung	Chemistry	Effective: 1/14/90 - 5/31/90 Salary: \$5866.00
Laible, Roy	Chemistry	Effective: 1/14/90 - 5/31/90 Salary: \$2200.00
Lawless, Lucille	Sociology	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
Mager, Milton	Biology	Effective: 1/14/90 - 5/31/90 Salary: \$2200.00
Maloof, Stella	Sociology	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
McMackin, Mary	Education	Effective: 1/14/90 - 5/31/90 Salary: \$5866.00
Muskopf, Teresa	Home Economics	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Nolin, Tina Lei	Psychology	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00
O'Malley, James	Computer Science VL/TA	Effective: 1/14/90 - 5/31/90 Salary: \$2400.00
Peters, Marie	Psychology	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Ravichandran, S.	Computer Science VL/TA	Effective: 1/14/90 - 5/31/90 Salary: \$2400.00

Rossetti, Alfred	Mathematics	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Scandrett, Julia	English	Effective: 1/14/90 - 5/31/90 Salary: \$5866.00
Sederman, Cecilia	Nursing	Effective: 1/14/90 - 5/31/90 Salary: \$2933.00
Wenzel, William	Communication Arts	Effective: 1/14/90 - 5/31/90 Salary: \$1600.00

APPOINTMENT - GRADUATE ASSISTANT

Patenaude, Carol	Home Economics	Effective: 1/14/90 - 5/31/90 Salary: \$1000.00
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APPOINTMENTS - TEACHING ASSISTANTS

Babu, M.	Computer Science	Effective: 1/14/90 - 5/31/90 Salary: \$2400.00
Kelly, James	Computer Science	Effective: 1/14/90 - 5/31/90 Salary: \$800.00

EDUCATIONAL LEAVE

Woodbury, Jean	Associate Dean Academic Affairs	Effective: 2/5/90 - 4/12/90
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Personnel Action Summary
New Full-Time Appointments

	<u>Male</u>	<u>Female</u>
White	_____	1 _____
Black	_____	_____
Hispanic	_____	_____
Asian or Pacific Islander	_____	_____
American Indian or Alaskan Native	_____	_____
Handicapped	_____	_____
Other	_____	_____

Full-Time Appointments (Temporary)

	<u>Male</u>	<u>Female</u>
White	2 _____	3 _____
Black	_____	_____
Hispanic	_____	_____
Asian or Pacific Islander	_____	_____
American Indian or Alaskan Native	_____	_____
Handicapped	_____	_____
Other	_____	_____

PERSONNEL ACTIONS
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

Mr. Robert Ainsworth	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mrs. Beverly Amazeen	Visiting Assistant Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. John R. Ambacher	Visiting Professor (Politics)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mrs. Arlene Argir	Visiting Instructor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Saul Auslander	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Dennis P. Avola	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Deborah J. Baiano	Visiting Instructor (Sociology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Joseph E. Barr	Visiting Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Dr. William E. Barklow	Visiting Associate Professor (Biology)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Mr. Christopher Berkeley	Visiting Instructor (History)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Prabhakara B. Bhat	Visiting Instructor (Computer Science)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Theodore Blank	Visiting Assistant Professor (Allied Health)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Brenda Braaten	Visiting Assistant Professor (Chemistry)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Ms. Cornelia Breuning	Visiting Instructor (Computer Science)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Donald Buell	Visiting Instructor (Biology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Susan A. Burgess	Visiting Instructor (English)	Effective: 1/18.90-5/9/90 Salary: \$2,000.00
Edward L. Burke	Visiting Associate Professor (Allied Health)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00

Mr. Kenneth J. Burley	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Alfonso Canella	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Richard G. Chartier	Visiting Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mr. Robert Chen	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Donna H. Cohen	Visiting Instructor (Geography)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Lois B. Cooper	Visiting Instructor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Lois B. Cooper	Visiting Instructor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Richard Cunningham	Visiting Assistant Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Walter J. Czarnec	Visiting Professor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mrs. Ann M. Dailey	Visiting Assistant Professor (Communication Arts)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Steven P. Dandaneau	Visiting Instructor (Sociology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Steven P. Dandaneau	Visiting Instructor (Sociology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Susan Dargan	Visiting Instructor (Sociology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Donald A. Davidoff	Visiting Instructor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Frances M. Davis	Visiting Instructor (Chemistry)	Effective: 1/18/90-5/9/90 Salary: \$3,000.00
Dr. Carl DeVasto	Visiting Instructor (English)	*Effective: 5/08/90-6/26/90 Salary: \$2,000.00
Mr. Walter Devine	Visiting Assistant Professor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Peter J. Dittami	Visiting Instructor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Christine Doyle-Burke	Visiting Assistant Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00

*Framingham Union Hospital School of Nursing Contract Course

Mr. Thomas Dumas	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Roland A. Dwinell	Visiting Assistant Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Barry Dworman	Visiting Instructor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. James D. Eng	Visiting Associate Professor (Art)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Dr. J. Bernard Everett	Visiting Associate Professor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Mr. Paul Farrand	Visiting Assistant Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Ms. Nanette H. Feldman	Visiting Instructor (Art)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Stephen Fiore	Visiting Associate Professor (Music)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Dr. Leonard Flynn	Visiting Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mr. Alan Freed	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Sachiko Fujii-Beck	Visiting Assistant Professor (Art)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Patrick Furnari	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Charles Garabedian	Visiting Assistant Professor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Joseph Gaudet	Visiting Instructor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Abdalla T. Gergis	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mrs. Phyllis Gleason	Visiting Instructor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mrs. Audrey L. Gordon	Visiting Assistant Professor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Jeffrey Griffin	Visiting Instructor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Paul Haggerty	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00

Dr. Joseph Harrington	Visiting Professor (History)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Lauren T. Hartshorn	Visiting Instructor (Modern Languages)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mrs. A. Dorothy Hayes	Visiting Associate Professor (Chemistry)	*Effective: 1/3/90-4/25/90 Salary: \$1,900.00
Mrs. A. Dorothy Hayes	Visiting Associate Professor (Chemistry)	*Effective: 1/3/90-4/25/90 Salary: \$1,900.00
Dr. Bernard Horn	Visiting Assistant Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mrs. Marjorie C. Horton	Visiting Assistant Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Sigmund Hough	Visiting Instructor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Paul Hudon	Visiting Instructor (History)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Saiful Huq	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Jonathan Husband	Visiting Assistant Professor (Library Science)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Gary Hylander	Visiting Instructor (History)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mrs. Regina Irwin	Visiting Assistant Professor (Home Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. George M. Jarnis	Visiting Professor (Politics)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Dr. Harry Julia	Visiting Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Dr. P. Mathew John	Visiting Assistant Professor (Philosophy)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Ms. Maxine Keats	Visiting Instructor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Walter H. Klar	Visiting Professor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mrs. Gracy Koshy	Visiting Assistant Professor (Computer Science)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Stanley Kozikowski	Visiting Instructor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00

*Framingham Union Hospital School of Nursing Contract Course

Dr. Donald F. Krier	Visiting Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Justin C. Lamsa	Visiting Instructor (Biology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Charles LaRosa	Visiting Instructor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Carolyn Lawless	Visiting Assistant Professor (Allied Health)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Ms. Lucille Lawless	Visiting Instructor (Sociology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Ms. Lucille Lawless	Visiting Instructor (Sociology)	*Effective: 5/07/90-6/25/90 Salary: \$2,000.00
Dr. Rene LeBlanc	Visiting Professor (Biology)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mr. Lawrence L. Lewis	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Margaret M. Lidback	Visiting Associate Professor (Geology)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Mr. Thomas Lloyd	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Donald MacRitchie	Visiting Assistant Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Arthur F. Martins	Visiting Assistant Professor (Sociology)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Joseph Mathews	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Joseph McCaul	Visiting Instructor (Computer Science)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. William McDonough	Visiting Instructor (Allied Health)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Marie McKinney	Visiting Assistant Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Gerard McLaughlin	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Daniel P. McNally	Visiting Instructor (Allied Health)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Martha Meaney	Visiting Assistant Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00

Mr. Raymond B. Merson	Visiting Assistant Professor (History)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Raymond B. Merson	Visiting Assistant Professor (History)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Ms. Marianne Messina	Visiting Assistant Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Richard Chartier	Visiting Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Dr. Mary E. Murphy	Visiting Associate Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Dr. Yaser Najjar	Visiting Assistant Professor (Geography)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. P. Bradley Nutting	Visiting Professor (History)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mrs. Annette Packard	Visiting Instructor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Fr. Francis Paolo	Visiting Instructor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Fr. Francis Paolo	Visiting Instructor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Thomas Parsons	Visiting Assistant Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. T. Bridgett Perry	Visiting Assistant Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Marie Peters	Visiting Instructor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Savino Placentino	Visiting Associate Professor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Dr. Carmen Quintiliani	Visiting Professor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Dr. Robert Ramsdell	Visiting Professor (Philosophy)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Ms. S. Aurora N. Riel	Visiting Assistant Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. James Robison	Visiting Associate Professor (Art)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Mr. Alfred Rossetti	Visiting Instructor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Eike Satake	Visiting Instructor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00

Dr. Julia Scandrett	Visiting Assistant Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Dr. Mark A. Seiden	Visiting Professor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mr. Hammed Shahidian	Visiting Instructor (Sociology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. George P. Shea	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Daniel Shoreman	Visiting Instructor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Richard Signes	Visiting Assistant Professor (Modern Languages)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Eugene Sullivan	Visiting Associate Professor (Art)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Dr. Lawrence Symington	Visiting Associate Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Dr. Rona L. Tananbaum	Visiting Assistant Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Virginius Thornton	Visiting Instructor (History)	*Effective: 1/2/90-4/17/90 Salary: \$2,000.00
Dr. Peter L. Toohey	Visiting Professor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Dr. Peter L. Toohey	Visiting Professor (Education)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Mr. Lawrence Towle	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Miles Unger	Visiting Instructor (Art)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Michael Vitale	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Robert B. Wallace	Visiting Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00
Dr. Barrie Westerman	Visiting Associate Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Dr. Charles White	Visiting Associate Professor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,268.00
Mr. Michael White	Visiting Assistant Professor (Geography)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00

Mr. Joseph Wronka	Visiting Instructor (Psychology)	*Effective: 1/2/90-4/17/90 Salary: \$2,000.00
Mr. Joseph Wronka	Visiting Instructor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. Robert T. Yosca	Visiting Assistant Professor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. David Zalewski	Visiting Assistant Professor (Mathematics)	Effective: 1/18/90-5/9/90 Salary: \$2,136.00
Mr. Gerard Zarrilli	Visiting Instructor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00



Access to Excellence

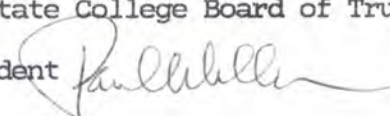
Framingham State College

100 State Street, Framingham, MA 01701-9101

Office of the President

(508) 626-4575

FAX (508) 626-4592

TO: Members, Framingham State College Board of Trustees
FROM: Paul F. Weller, President 
DATE: March 8, 1990
SUBJECT: Recommendations for Promotion

In keeping with the guidelines of the Extended Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA, I am submitting, for Trustee approval, the attached recommendations for Promotion.

I concur and recommend to you, the attached recommendations for Promotion from Dr. Madeleine Adler, Vice President for Academic Affairs.

PFW:amd

attachments



Framingham State College

100 State Street, Framingham, MA 01701-9101

Access to Excellence

March 8, 1990

Office of the Vice President
Academic Affairs (508) 626-4582
FAX: (508) 626-4592

Dr. Paul F. Weller
President
Framingham State College
Framingham, MA 01701

Dear Dr. Weller:

In accordance with Articles VIII and XX of the extended Agreement between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA, I am submitting the following recommendations to you for your consideration. Copies of all Form G's are attached.

Recommended for Promotion

To Assistant Professor:

Steven Bolio	Nursing Department
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To Associate Professor:

Janet Olson	Art Department
Richard Beckwitt	Biology Department
John Davis	Communication Arts Department
Bernie Horn	English Department
Susan Neubauer	Home Economics Department
Yaser Najjar	Geography Department

To Full Professor:

Eugene Sullivan	Art Department
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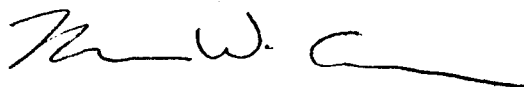
To Library Associate:

Ronnie Klein	Library Services
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To Associate Librarian:

Bonnie Mitchell	Library Services
-----------------	------------------

Sincerely,



Madeleine W. Adler
Vice President for
Academic Affairs

MWA:ah

Attachments

Approved 
3/9/90

PIONEERS IN EDUCATION

Since 1889

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

Faculty
Member: Richard Beckwitt Dept. Biology

Librarian: _____ Dept. _____

Campus
School
Teacher: _____ Dept. _____

Adjunct
Instructor: _____ Dept. _____

Maritime
Specialist: _____ Dept. _____

RECOMMENDATION:

· See attachment to form G


Signature of Vice President,
Academic Affairs

3/7/90
Date

This is to certify that I
have read this evaluation

Signature Date

VM

gfa

ATTACHMENT TO FORM G

March 2, 1990

Name: Richard Beckwitt

Present Rank: Assistant Professor

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that he be promoted to Associate Professor for the academic year 1990-91.

My reasons:

I. Teaching Effectiveness:

1. versatile as a teacher
2. well prepared
3. articulate and skilled at stimulating interaction

II. Continuing Scholarship:

1. research in population genetics and molecular evolution
2. has published several articles with other manuscripts currently under review by scientific journals.
3. research fellow at the Natick labs
4. active in several professional organizations and will present results of his research at two meetings this year.
5. reviewer for the National Science Foundation and 3 scientific journals.

III. Contributions to the College:

1. serves on Curriculum Committee and General Education Steering Committee II
2. facilitator for Pedagogy Day and General Education Day
3. serves on New Student Orientation and Ad Hoc Variable Credit Committees

IV. Contributions to the Department:

1. serves on department curriculum committee
2. serves as director of High School Marine Science Symposium

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

Faculty
Member: Steven Bolio Dept. Nursing

Librarian: _____ Dept. _____

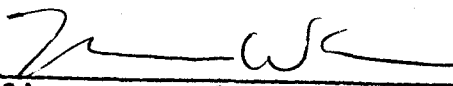
Campus
School
Teacher: _____ Dept. _____

Adjunct
Instructor: _____ Dept. _____

Maritime
Specialist: _____ Dept. _____

RECOMMENDATION:

See attachment to form G


Signature of Vice President,
Academic Affairs

3/7/90
Date

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Signature Date

VM

gfa

ATTACHEMENT TO FORM G

March 2, 1990

Name: Steve Bolio

Present Rank: Instructor

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that he be promoted to Assistant Professor for the academic year 1990-91.

My reasons:

I. Teaching:

1. good teaching
2. satisfactory advising

II. Contribution to College:

1. his volunteer work in Public Health Nursing in the Dominican Republic and with the Navajos is very commendable

III. Scholarship:

1. active in professional associations

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

Faculty

Member: John Davis Dept. Comm Arts

Librarian: _____ Dept. _____

Campus
School

Teacher: _____ Dept. _____

Adjunct


Instructor: _____ Dept. _____

Maritime

Specialist: _____ Dept. _____

RECOMMENDATION:

See attachment to form G



Signature of Vice President,
Academic Affairs

3/7/90
Date

This is to certify that I
have read this evaluation

Signature

Date

VM

gfa

ATTACHMENT TO FORM G

March 2, 1990

Name: John Davis

Present Rank: Assistant Professor

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that he be promoted to Associate Professor for the academic year 1990-91.

My reasons:

I. Teaching:

1. Excellence in teaching and advising

II. Scholarship/Creativity:

Professor Davis has an outstanding record of achievement in his artistic and scholarly endeavors.

1. Hard Times with New Rep Theatre
2. Tartuffe
3. Tristan and Iseult
4. Cyrano
5. Lyceum- "Richard Brinsley Sheridan: Comic Dramatist and Man of the Theatre"
6. "The Journey of Lear"
7. Play Strindberg

III. Contributions to the College:

1. Curriculum Committee member
2. Advisor to Hilltop players
3. Student Conduct committee member

IV. Contribution to the Department:

1. Contributed heavily to the creation of the new major.

Professor Davis reflects wonderfully on himself and Framingham State College. His contributions in all areas make him an exceptional member of the faculty. We look forward to Professor Davis' continued contributions.

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

____ Faculty
Member: Bernie Horn Dept. English

____ Librarian: _____ Dept. _____

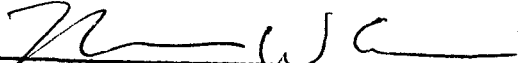
____ Campus
School
Teacher: _____ Dept. _____

____ Adjunct
Instructor: _____ Dept. _____

____ Maritime
Specialist: _____ Dept. _____

RECOMMENDATION:

See attachment to form G


Signature of Vice President,
Academic Affairs

3/7/90
Date

This is to certify that I
have read this evaluation

Signature Date

VM

gfa

ATTACHMENT TO FORM G

March 2, 1990

Name: Bernie Horn

Present Rank: Assistant Professor

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that he be promoted to Associate Professor for the academic year 1990-91.

My reasons:

I. Teaching:

1. Dr. Horn is one of our most outstanding writing instructors; his contributions to the department are valued (eg. primarily directed to the writing curriculum). I would urge Professor Horn to be more involved with the college community as a whole.

II. Contributions to Scholarship:

1. I believe that Dr. Horn is a creative, perhaps seminal thinker. His scholarship is no less than exciting. I believe he is on the cusp of being a very productive scholar and I urge him to move toward publication of more of his work.

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

____ Faculty
Member: _____ Dept. _____

____ Librarian: Ronnie Klein Dept. Library

____ Campus
School
Teacher: _____ Dept. _____

____ Adjunct
Instructor: _____ Dept. _____

____ Maritime
Specialist: _____ Dept. _____

RECOMMENDATION:

See attachement to form G

M. Wa
Signature of Vice President,
Academic Affairs

3/7/90
Date

This is to certify that I
have read this evaluation

Signature Date

VM

gfa

ATTACHMENT TO FORM G

March 2, 1990

Name: Ronnie Klein

Present Rank: Library Assistant

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that she be promoted to Library Associate the academic year 1990-91.

My reasons:

I. Continuing Scholarship:

1. Mrs. Klein earned her Master of Science in Library and Information Science degree in May 1989 enabling her to be promoted to Library Associate.

II. Contributions to the College:

1. academic Policies Committee, search committee, FSCPA executive committee
2. effectiveness in performing assigned responsibilities within the library
3. excellence in reference work, interlibrary loan program, and bibliographic instructions program

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

Faculty
Member: _____ Dept. _____

Librarian: Bonnie Mitchell Dept. Library

Campus
School
Teacher: _____ Dept. _____

Adjunct
Instructor: _____ Dept. _____

Maritime
Specialist: _____ Dept. _____

RECOMMENDATION:

See attachment to form G


Signature of Vice President,
Academic Affairs

3/7/90
Date

This is to certify that I
have read this evaluation

Signature Date

VM

gfa

ATTACHEMENT TO FORM G

March 2, 1990

Name: Bonnie Mitchell

Present Rank: Assistant Librarian

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that she be promoted to Associate Librarian for the academic year 1990-91.

My reasons:

Ms. Mitchell is to be commended for her excellence in carrying out her responsibilities as Circulation Librarian. She serves the college community well. I also congratulate her on her work as chair of the Arts and Humanities Council. The Council has worked much more smoothly and collegially under her leadership. I also applaud her continuing scholarship in the graduate program in Human Services Management at Worcester State College.

I encourage Ms. Mitchell to continue her contributions.

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

____ Faculty
Member: Yasser Najjar Dept. Geography

____ Librarian: _____ Dept. _____


____ Campus
School
Teacher: _____ Dept. _____

____ Adjunct
Instructor: _____ Dept. _____

____ Maritime
Specialist: _____ Dept. _____

RECOMMENDATION:

See attachment to form G


Signature of Vice President,
Academic Affairs

3/7/80
Date

This is to certify that I
have read this evaluation

Signature Date

VM

gfa

March 2, 1990

ATTACHMENT TO FORM G

Name: Dr. Yaser Najjar

Present Rank: Assistant Professor

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that he be promoted to Associate Professor for the academic year 1990-91.

My reasons:

I. Teaching:

1. excellence in teaching

II. Contributions to the Department:

1. Revised and professionalized planning concentration
2. Developed an orientation program for in-coming geography majors; advisor to Geographical Association

III. Continuing Scholarship:

1. Presented papers at three consecutive national meetings of the Association of American Geographers;
2. Chair and organizer of a session on community development to be held at the 1990 AAG convention
3. has published or presented eight studies during the past two years
4. three additional research projects currently underway

IV. Public Service:

1. Dr. Najjar served on the Citizen's Advisory Committee for the Framingham Master Plan.

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

____ Faculty
Member: Suzanne Neubauer Dept. Home Economics

____ Librarian: _____ Dept. _____

____ Campus
School
Teacher: _____ Dept. _____

____ Adjunct
Instructor: _____ Dept. _____

____ Maritime
Specialist: _____ Dept. _____

RECOMMENDATION:

See attachment to form G

W. C.
Signature of Vice President,
Academic Affairs

3/7/90
Date

This is to certify that I
have read this evaluation

Signature Date

VM

gfa

ATTACHMENT TO FORM G

March 2, 1990

Name: Suzanne Newbauer

Present Rank: Assistant Professor

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that she be promoted to Associate Professor for the academic year 1990-91.

My reasons:

I. Teaching:

1. more than satisfactory

II. Scholarship:

1. dissertation- outstanding
2. poster presentation May 1989-nutrition education programs
3. journal book review
4. presentation at Fed of Am Societies for Experimental Biology meeting
5. Dietetic educators
6. potential for small grants
7. 10 articles with her as the primary author from research on dissertation
8. Matterson scholar - most outstanding doctoral student top of 50

III. Contribution to Department:

1. Director of the Coordinated Program in Dietetics and wrote the self-study and coordinated the accreditation visit.
2. chaired ad hoc committee which reviewed the Home Economics core curriculum

IV. Contributions to the College:

I urge Professor Neubauer now that her degree is in hand to become even more active with the college as a whole.

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

Faculty

Member: Janet Olson Dept. Art

Librarian: _____ Dept. _____

Campus
School

Teacher: _____ Dept. _____

Adjunct


Instructor: _____ Dept. _____

Maritime

Specialist: _____ Dept. _____

RECOMMENDATION:

See attachment to form G


Signature of Vice President,
Academic Affairs

3/7/90
Date

This is to certify that I
have read this evaluation

Signature

Date

VM

gfa

March 2, 1990

ATTACHEMENT TO FORM G

Name: Janet Olson

Present Rank: Assistant Professor

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that she be promoted to Associate Professor for the academic year 1990-91.

My reasons:

I. Teaching:

1. good evaluations

II. Scholarly Contributions:

1. received Ph.D in Spring, 1988
2. chair of Mass Art Ed Assoc. Spring Conference and instrumental in bringing event to campus
3. book contract for dissertation
4. several articles in School Arts
5. numerous lectures

III. Contributions to the College:

1. Task force on teacher preparation
2. Pedagogy Day planning committee

In the short time that Professor Olson has been with us she has made enormous contributions. Her contributions to the college, her profession and to her scholarship make her an exemplary member of the faculty.

APPENDIX G

VICE PRESIDENT, ACADEMIC AFFAIRS
EVALUATION AND RECOMMENDATION

COLLEGE: Framingham State College

Faculty

Member: Eugene Sullivan Dept. Art

Librarian: _____ Dept. _____

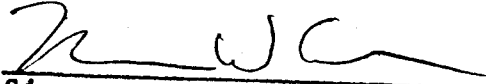
Campus
School
Teacher: _____ Dept. _____

Adjunct
Instructor: _____ Dept. _____

Maritime
Specialist: _____ Dept. _____

RECOMMENDATION:

See attachment to form G


Signature of Vice President,
Academic Affairs

3/7/90
Date

This is to certify that I
have read this evaluation

Signature Date

VM

gfa

ATTACHMENT TO FORM G

March 2, 1990

Name: Eugene Sullivan

Present Rank: Associate Professor

In accordance with the relevant provisions of Article VIII of the Agreement between the Board of Regents and the Massachusetts Teachers' Association/NEA, I recommend that he be promoted to Full Professor for the academic year 1990-91.

I am recommending on a waiver. My reasons for recommending are:

I. Teaching:

1. Professor Sullivan has produced many gifted students.

II. Artistic Contributions:

1. Ceramics is Professor Sullivan's speciality.
2. Raku firings, ancient art form
3. Professor Sullivan exhibits at Cape Neddick Gallery, the Barn Gallery and the P.S. Gallery.
4. Exhibits with the Ogunquit Art Association. Professor Sullivan is a past president

III. Contributions to the College:

1. ACC representative from Humanities
2. Beautification committee

IV. Contributions to the Department:

1. Chair
2. Excellent colleague

Framingham State College

100 State Street, Framingham, MA 01701-9101

Office of the Vice President
Academic Affairs (508) 626-4582
FAX: (508) 626-4592

Access to Excellence

MEMORANDUM

TO: Personnel Task Force

FROM: Dr. Madeleine W. Adler, *VP*

DATE: March 14, 1990

SUBJ: Tenure Date

- 1) % of FTE faculty (this includes Visiting Lecturers) who are tenured is 69.7%(74.3%).
- 2) % of total full-time faculty (including Temps) who are tenured is 77.2%(82.3%).
- 3) % of full-time faculty (including Temps) who are tenured by department is listed in the table below.
- 4) % of FTE faculty (this includes Visiting Lecturers) who are tenured by department is listed in the table below.

The data appearing in parentheses indicates changes if recommended tenure are granted.

<u>Department</u>	<u>Fac.</u>	<u>Ten.</u>	<u>Temps</u>	<u>% Ten.</u>	<u>VLs</u>	<u>Total FTEs</u>	<u>%Ten</u>
Art	8	4(1)	0	50 (62.5)	1.00	8.33	48(60)
Biology	11	10(1)	0	90.9(100)	1.75	11.58	86.3(95)
Chem	9	8	0	88.8	3.25	10.08	79.3
Comm Arts	8	4(1)	1	44.4(55.5)	1.00	9.33	42.8
Comp Sci	3	2	1	50	9.00	7.00	28.5
Econ	16	9(3)	1	52.9(70.5)	7.00	19.33	46.5(62)
Educ	9	6(1)	0	66.7(77.8)	6.00	11.00	54.5(81.8)
English	18	16	2	80	5.00	21.67	73.8
Geog	6	5	0	83.3	0.00	6.00	83.3
Hist	7	7	1	87.5	0.00	8.00	87.5
Home Econ	17	13(1)	0	76.4(82.3)	2.00	17.67	73.5(79.2)
Math	10	9(1)	2	75.0	5.00	13.67	65.8(73.1)
Mod Lang	8	8	0	100	1.00	8.33	96.0
Music	4	4	0	100	0	4.00	100
Nursing	4	3	0	75.0	1.00	4.33	69.2
Philo	3	3	0	100	1.00	3.33	90
Phy Ed	1	1	0	100	2.50	1.83	54.6
Physics	3	3	0	100	0	3.00	100
Politics	4	4	0	100	0	4.00	100
Psych	12	11	1	84.6	4.00	14.33	76.7
Soc	6	6	0	100	5.00	7.67	78.2

PIONEERS IN EDUCATION

Since 1839

ARTICLE IX - TENURE

The granting of tenure is the single most important type of decision made in an educational institution. Barring unforeseen circumstances, tenure obligates the institution to employing the recipient of tenure for the balance of his/her professional life. It not only makes a major financial commitment to the individual until retirement, but even beyond. Tenure has its place in the academic community as the principal means through which academic freedom is preserved.

It must be accomplished with the utmost of care, concern and searching evaluation by the faculty and the administration of the institution.

The serious decision of granting tenure demands that the President, before making recommendations to the Board, have substantial evidence, determined through professional evaluation, that the candidate will be a constructive and a significant contributor to the continuous development of high quality education in the institution. It is the responsibility of the candidate for tenure to produce such substantial evidence based on his/her prior academic and professional life.

For the purposes of this Article, but subject to the provisions hereof, the phrase "faculty member" shall include "Librarian" and "Campus School Teacher".

A. ENTITLEMENT

1. Except as otherwise provided in subsections C (1) and C (2) of this Article, only faculty members who hold full-time appointments as Assistant Professor, Associate Professor or Professor or who hold such appointments as Assistant Librarian, Associate Librarian, Librarian or Senior Librarian shall be eligible to be considered for or granted tenure.

The provisions of this Article shall be of no application to any faculty member who holds any part-time appointment.

2. Any faculty member who serves at a College or another Massachusetts State College as a full-time faculty member for four (4) consecutive academic years and is reappointed as such for a fifth consecutive academic year shall, in accordance with the provisions of Article VIII of this Agreement, be evaluated for tenure during such fifth academic year. This provision shall be of no application to any faculty member who has been duly notified that he/she will not be reappointed as a full-time faculty member at the completion of his/her fifth academic year; and, save as is provided in subsection C(6) of Article XX, this provision shall be of no application to any faculty member who has been

evaluated for tenure prior to his/her fifth year of consecutive service as a full-time faculty member. The service of Campus School Teachers shall be measured with reference to consecutive school years and that of Librarians with reference to consecutive work years.

3. Tenure, when granted by the Board of Trustees, shall first have effect no later than the commencement of a faculty member's seventh consecutive academic year of service as a full-time faculty member at a College or another Massachusetts State College.

4. Every faculty member who shall have been evaluated for tenure shall be notified by the President, not later than September 1 of his/her sixth academic year of service, of the decision of the Board of Trustees to grant or to deny such faculty member tenure.

Any faculty member other than an Instructor who serves the College as a full-time faculty member for more than six (6) consecutive years shall thereby gain tenure.

5. Nothing in this Article IX shall abrogate the right of the Board of Trustees or its designee to request that a faculty member holding a full-time appointment be evaluated for tenure prior to such faculty member's fifth consecutive year of service as such, or the right of the Board of Trustees to grant tenure upon appointment to any faculty member without such prior service; provided, however, that before the granting of tenure, upon initial appointment or otherwise, the candidate shall be evaluated under the terms of this Agreement.

6. Any other provision of this Article IX to the contrary notwithstanding, no faculty member serving pursuant to the terms of a Temporary Appointment made in accordance with the provisions of Article XX of this Agreement shall be considered for or gain tenure, nor shall service pursuant to the terms of any such Temporary Appointment be included in any calculation of the number of years of consecutive service rendered by any faculty member prior to such faculty member's being considered for tenure.

7. Tenure, when granted, shall be granted and shall have effect only at the College at which the faculty member to whom tenure is granted holds, or may thereafter hold, his/her appointment.

8. Leaves of absence for non-tenured persons shall not interrupt service towards tenure, nor shall the periods of any such leaves be included in any calculation of the number of years of service rendered by any faculty member prior to his/her being considered for tenure.

eligible to serve on such committee, and no person serving as a member thereof shall be eligible to be considered for promotion during any period of such service.

The term of office of each member shall be for two (2) years commencing with the date of his/her first election, whether pursuant to this Agreement or the predecessor to this Agreement.

H. EVALUATION BY THE COMMITTEE ON TENURE

Any recommendation of a Department Chairperson, Principal, Director, Library, Chairperson, Library (Worcester State) or Library Program Area Chairperson, as the case may be, or an Ad Hoc Evaluation Committee concerning tenure shall be transmitted directly to the Vice President, who shall in turn transmit such recommendation to the Committee on Tenure. The Department Chairperson or the chairperson of any such evaluation committee shall, by cover letter or memorandum, certify that any prior applicable procedures as set forth in this Article have been complied with.

The Special Committee on Tenure shall be composed as follows:

1. The Vice President;
2. The Department Chairperson of the candidate for tenure, or, in the case of a candidate for tenure who is a Librarian, the Director, Library or the Library Program Chair, as the case may be;
3. A tenured member of the department of the candidate for tenure, or a tenured Librarian, as the case may require; and
4. A tenured member of a Department other than the Department of the candidate for tenure; or in the case of a Librarian, a tenured member of the faculty at the College at which such Librarian is employed.

The person identified in the foregoing item 3 shall be selected by and from among the tenured members of the Department or by and from among the tenured members of the library, as the case may require; provided, however, that whenever there shall be no qualified member of such department or library able to serve in such capacity, a tenured member of the faculty at the College shall be selected by the members of such department or library. The person identified in the foregoing item 4 shall be selected by the other three (3) members of the special Committee on Tenure and shall serve as Chairperson of the Committee.

Whenever, on the basis of bias or prejudice, any candidate for tenure shall have objected to or otherwise challenged the membership on the Committee of any person who is to serve thereon

pursuant to the foregoing provisions, he/she shall do so by fully stating his/her reasons therefor in writing to the President, who shall thereupon review the allegations and make inquiry regarding them, and who shall thereafter make such final and binding decisions as he/she deems appropriate; every such decision shall be made in writing. Whenever the Vice President shall be unable to serve on such committee, whether by reason of any such challenge or otherwise, the President shall designate another administrator at the rank of vice president from among those administrators at the College whose duties are primarily academic in their nature, to serve in the stead of the Vice President; and where no such administrator is available, the President shall designate a tenured professor at the College who shall serve as a member of the Committee in the stead of the Vice President.

Notwithstanding the foregoing, at the request of the President or the candidate for tenure or upon the independent determination of the Committee, the Committee shall employ as a consultant and member of the Committee a tenured person in the same academic discipline at another four-year institution of higher learning; provided, however, that the person to be so employed shall in every event be selected by the Committee and shall have no prior direct personal or professional relationship with the candidate for tenure.

The Vice President, after consultation with the Chairperson of the Committee on Tenure, shall schedule the necessary meetings of the Committee. The candidate for tenure shall be invited by the Chairperson of the Committee on Tenure to meet with the Committee during some part of its evaluation of the candidate. Upon a request in writing to the Committee, the candidate for tenure may examine any written materials used by the Committee in evaluating him/her. The candidate shall be allowed to submit to the Committee, within seven (7) days after his/her meeting with the Committee, any additional written information relating to his/her evaluation.

The Vice President or his/her designee shall be responsible for the maintenance of a tenure evaluation file for the candidate being considered by the Committee on Tenure, which shall include all written materials submitted to the Committee. He/she shall also appoint a non-voting Secretary, who shall keep minutes and record the bases for the recommendations of the Committee, including any minority recommendations of the Committee, and a record of the vote of the Committee. The Secretary of the Committee shall, within seven (7) days following each Committee meeting, submit to each member thereof the foregoing minutes and record. Each member of the Committee shall, within five (5) days of the receipt of such minutes and record, certify that it constitutes a true and accurate minutes and record and, if not, he/she shall sign it nevertheless, but shall file therewith a written statement of his/her objections thereto with the Secretary of the Committee. The signed minutes, together with any

PERSONNEL ACTIONS

TENURE RECOMMENDATIONS

Anderson, John	Assistant Professor Art Department	Effective: 9/1/90
Beckwitt, Richard	Associate Professor Biology Department	Effective: 9/1/90
Davis, John	Associate Professor Communication Arts Dept.	Effective: 9/1/90
Fletcher, Martha	Assistant Professor Home Economics Department	Effective: 9/1/90
Graham, Claire	Assistant Professor Education Department	Effective: 9/1/90
McKinney, Marie	Assistant Professor Economics/Business Dept.	Effective: 9/1/90
Mitchell, Bonnie	Associate Librarian Library Services	Effective: 9/1/90
Ryan, Peter	Assistant Professor Economics/Business Dept.	Effective: 9/1/90
Sandberg, Sonja	Associate Professor Mathematics Department	Effective: 9/1/90
White, Charles	Associate Professor Economics/Business Dept.	Effective: 9/1/90

NON-TENURE RECOMMENDATION

Riel, S. Aurora	Assistant Professor Economics/Business Dept.
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PROMOTIONS

Beckwitt, Richard	To Associate Professor Biology Department	Effective: 9/1/90
Bolio, Steven	To Assistant Professor Nursing Department	Effective: 9/1/90
Davis, John	To Associate Professor Communication Arts Dept.	Effective: 9/1/90

Horn, Bernard	To Associate Professor English Department	Effective: 9/1/90
Klein, Ronnie	To Library Associate Library Services	Effective: 9/1/90
Mitchell, Bonnie	To Associate Librarian Library Services	Effective: 9/1/90
Najjar, Yaser	To Associate Professor Geography Department	Effective: 9/1/90
Neubauer, Susan	To Associate Professor Home Economics Department	Effective: 9/1/90
Olson, Janet	To Associate Professor Art Department	Effective: 9/1/90
Sullivan, Eugene	To Professor Art Department	Effective: 9/1/90

REAPPOINTMENTS

Abernethy, Marilyn	Assistant Professor Home Economics Dept.	Effective: 9/1/90 - 5/31/91
Beck, Charles	Assistant Professor Education Department	Effective: 9/1/90 - 5/31/91
Beck, Sachiko	Assistant Professor Art Department	Effective: 9/1/90 - 5/31/91
Bolio, Steven	Assistant Professor Nursing Department	Effective: 9/1/90 - 5/31/91
Braaten, Brenda	Assistant Professor Chemistry Department	Effective: 9/1/90 - 5/31/91
Canelli, Jeanne	Instructor Education Department	Effective: 9/1/90 - 5/31/91
Craig, Mary Pat	Library Assistant Library Services	Effective: 9/1/90 - 5/32/91
Klein, Ronnie	Library Associate Library Services	Effective: 9/1/90 - 5/31/91

Mitchell, Bonnie	Associate Librarian Library Services	Effective: 9/1/90 - 5/31/91
Najjar, Yaser	Associate Professor Geography Department	Effective: 9/1/90 - 5/31/91
Olsen, Janet	Associate Professor Art Department	Effective: 9/1/90 - 5/31/91
Rosenbaum, Peter	Associate Professor Computer Science Dept.	Effective: 9/1/90 - 5/31/91
Soriano, Beverly	Instructor Economics/Business Dept.	Effective: 9/1/90 - 5/31/91
Starobin, Leslie	Assistant Professor Communication Arts Dept.	Effective: 9/1/90 - 5/31/91
Walhrab, Susan	Assistant Professor Art Department	Effective: 9/1/90 - 5/31/91
Walcovy, Donna	Assistant Professor Communication Arts Dept.	Effective: 9/1/90 - 5/31/91
White, Sarah Wilcox	Instructor Home Economics Department	Effective: 9/1/90 - 5/31/91
Yobaccio, Elizabeth	Assistant Professor Economics/Business Dept.	Effective: 9/1/90 - 5/31/91

APPOINTMENT - VISITING LECTURERS

Hannigan, Joseph	Mathematics Department	Effective: 1/21/90 - 5/31/90 Salary: \$2737.33
Rhodus, William G.	Economics/Business Dept.	Effective: 1/14/90 - 2/24/90 Salary: \$1280.16

PERSONNEL ACTIONS
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

Mr. Philip Boncaldo	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. Carl DeVasto	Visiting Instructor (English)	Effective: 1/18/90-5/9/90 Salary: \$2,150.00
Mr. V.S.Rao Durvasula	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,150.00
Dr. Theresa Fitzpatrick-Doyle	Visiting Instructor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Dr. James Sparrell	Visiting Instructor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,000.00
Mr. George Svitila	Visiting Instructor (Economics)	Effective: 1/18/90-5/9/90 Salary: \$2,150.00
Dr. Douglas B. Wilson	Visiting Professor (Psychology)	Effective: 1/18/90-5/9/90 Salary: \$2,400.00



Access to Excellence

Framingham State College

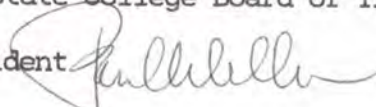
100 State Street, Framingham, MA 01701-9101

Office of the President

(508) 626-4575

FAX (508) 626-4592

TO: Members, Framingham State College Board of Trustees

FROM: Paul F. Weller, President 

DATE: March 8, 1990

SUBJECT: Tenure Recommendations

In keeping with the guidelines of the Extended Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA, I am submitting, for Trustee approval, the following recommendations for Tenure status:

Recommendations for Tenure Status Effective September 1, 1990

Professor John Anderson
Dr. Richard Beckwitt
Dr. John Davis

Dr. Martha Fletcher

Dr. Claire Graham
Dr. Marie McKinney

Ms. Bonnie Mitchell
Dr. Peter Ryan

Dr. Sonja Sandberg

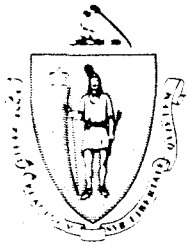
Dr. Charles White

Assistant Professor, Art Department
Associate Professor, Biology Department
Associate Professor, Communication Arts
Department
Assistant Professor, Home Economics
Department
Assistant Professor, Education Department
Assistant Professor, Economics and
Business Administration Department
Associate Librarian, Library Services
Assistant Professor, Economics and
Business Administration Department
Associate Professor, Mathematics
Department
Associate Professor, Economics and
Business Department

Following a thorough review of the Tenure Committee's recommendations (attached), I concur with the recommendations that Tenure status be granted.

PFW:amd

attachments



The Commonwealth of Massachusetts
Framingham State College
Framingham, Massachusetts 01701

January 16, 1990

Dr. Paul Weller
President
Framingham State College

Dear President Weller:

As Chair of the Committee on Tenure for Prof. John Anderson of the Art Department, I am pleased to inform you that the Committee unanimously recommends that he be awarded tenure. The Committee has met and complied with all procedures as set forth in Article VIII, Section H, of the Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/ N.E.A.

My colleagues on the Committee, Profs. James Eng and Eugene Sullivan, are the current and past Chairs of the Art Department, and have extensive opportunity to observe Prof. Anderson's teaching, view his classes' results, review his students' evaluations of his courses, and discuss educational practice and philosophy with him. I too, as a teacher in another creative discipline, have also had many opportunities to discuss teaching with him over the past five years, and to see the work done by his classes. We are all impressed, especially, with the serious sense of mission he brings to his teaching, and his resourcefulness and inventiveness in enacting it. If he has a flaw, it is his impatience with "non-workers." But this flaw reflects one of the reasons his teaching is so strong: a product of public higher education, he is able to identify with the backgrounds of many of our students. He doesn't "put down" their values, but as someone who had to work hard to take responsibility for his own education, he expects that his students will do the same, while he, on his part, will struggle to give them the vocabulary, both verbal and visual, to discover and express themselves. The students consistently rate him very good to excellent, particularly when they are asked if the instructor cares whether they learn.

This learning--as is proper in an academic institution, the kind of institution in which Prof. Anderson prefers to teach--is thoughtfully integrated into the larger culture. On the one hand, his course in three dimensional design spans both the fine arts and the technological world: students may design packaging to protect dropped eggs, or a variety of chairs, or explore the connection between sculpture and "engineered" structures like bridges. On the other hand, Prof. Anderson is also interested in the emotional awakening stimulated by work in the fine arts. He is willing to discuss personal problems with students, and he cares about the kind of self-discovery that takes place while doing creative work.

Prof. Anderson is a noted sculptor. As his inclusion in the recent

DeCordova Museum show, "Sculpture on the Edge," and the cover feature story about him in Art New England, make clear, he is currently one of the most innovative and highly regarded sculptors in New England. Critics have praised his work for its superb, careful craftsmanship, and its sometimes startling, thought-provoking juxtapositions of found materials--a rare combination. Prof. Anderson not only holds an M.F.A. degree, the highest degree in his field, but also has additional background in artisanry (at the Boston University program in furniture-making) which gives him the potential for teaching students how to use materials at a very high level of craftsmanship, should the College expand the studio facilities we now have. The more space and equipment we can offer Prof. Anderson, the more he can offer our students. A review of his exhibition record, and a survey of his artistic achievement, will demonstrate that Prof. Anderson is eminently qualified under the category of "creative activity"; in fact, at many research-oriented institutions his qualifications in this area alone would assure him of tenure. Yet he wears this achievement very lightly; his personality is engaging, humorous, lively, intellectually earnest, but never overbearing.

Prof. Anderson has also been of great service to the College community, applying the expertise and enthusiasms he has for the good of the students and faculty. He has served as the Director of the Mazmanian Gallery on campus, mounting an array of varied and unusual exhibits that brought unprecedented attention to the Gallery. He has been an active, responsible, and creative member of the Arts and Humanities Council and Chair of its all-important Program Committee. He has been an effective liaison between the College Center and the Art Department, and has served as a member of the Beautification Committee. He has served as advisor to Art Activists, and has been the leader of trips to New York to provide cultural enrichment.

In short, the College has indeed been fortunate in hiring Prof. Anderson; he is an outstanding member of our faculty, the kind of professional and teacher we should actively seek to retain. His presence in the Art Department is already of essential importance--he maintains good working relations with all--and we see every indication that he will play an integral role in the growth and development not only of his department but also of the school as a whole. It is a great pleasure to recommend that he be granted tenure.

Sincerely,

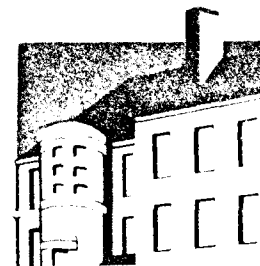


Alan Feldman
Professor of English
Chairperson, Tenure Committee

Other Committee members:

Dr. Madeleine Adler, Vice President for Academic Affairs
Prof. James Eng, Chair, Art Department
Prof. Eugene Sullivan, Art Department

100 STATE STREET
FRAMINGHAM
MA 01701-9101



A R T
DEPARTMENT
FRAMINGHAM
STATE COLLEGE

December 11, 1989

Paul F. Weller, President
Framingham State College
Framingham MA 01701

Dear President Weller:

The Committee on Tenure for Richard Beckwitt of the Biology Department has met in compliance with procedures set forth in Article VIII, Section H, of the Agreement between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA. The committee unanimously recommends that Professor Beckwitt be awarded tenure.

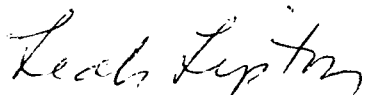
Dr. Beckwitt brings to the college his wide-ranging experience in both molecular and marine biology, a combination which is as rare as it is valuable. This combination has proved to be particularly felicitous in filling a need in the Framingham State College Biology Department. He is competent to teach a broad variety of courses, and has quickly become a highly valued member of the department. He has initiated new courses and re-developed an existing course. His lectures are well-prepared, and he works hard to involve his students directly in ongoing research.

While he considers teaching to be his primary responsibility at the college, he is also actively engaged in scholarly research. He has had three papers published since coming to Framingham, and has submitted five other manuscripts for publication. Perhaps of equal importance, he has forged a long-term affiliation with the Natick Laboratories of the Army Quartermasters Corps which permits him to use their very sophisticated and expensive lab equipment, and to make an active research program available to his students. He is currently working on research to develop fibers related to spider silk, which produces a very strong thread. He is actively applying for grants: one proposal was recently submitted to the Mass. Center for Excellence, and another to the National Science Foundation. In addition to funding his own research, he hopes to develop a program whereby it would be possible for students to receive remuneration for the research work that they do.

His contributions to the college community are equally impressive. Dr. Beckwitt serves on the Curriculum Committee, and was an active and productive member of the General Education Steering Committee. He also serves on the Biology Department's curriculum committee.

On the basis of his effectiveness as a teacher, his active participation in department and college affairs, and his splendid research record, the Committee is pleased to recommend the awarding of tenure to Professor Richard Beckwitt.

Sincerely,



Leah Lipton
Professor of Art History
Chair, Committee on Tenure for
Professor Richard Beckwitt

Other Committee members:

Dr. Madeleine Adler
Dr. William Barklow
Dr. Judy Klaas

November 29, 1989

Dr. Paul Weller, President
Framingham State College
Dwight Hall

Dear President Weller:

The Committee for Tenure for Professor John B. Davis of the Communication Arts Department unanimously recommends that he be awarded tenure. In making this recommendation the Committee has met and acted in accordance with all procedures as set forth in Article VIII, Section H, of the Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA.

Dr. Davis is recognized by colleagues and students alike as an excellent teacher. Both his classes and course syllabi show him to be well-organized, superbly prepared in his subject area, and unusually sensitive to the needs of his students. Dr. Davis first joined the College in February, 1985, as a full-time temporary appointment, and even though he already possessed a Ph.D in Oral Interpretation from Northwestern University, he received a certification of teaching from Eastern Nazarene College in English and Drama. Also important to note is that he has held a tenure-track position at the College only for the past three years. Thus the Committee is recommending Dr. Davis for an early tenure decision--in itself a clear indication of our estimate of his overall excellence.

In terms of artistic and creative endeavors, Dr. Davis has to his credit a list of theatrical accomplishments both on and off campus that is truly impressive in its range. Since 1985 he has offered five solo presentations on campus, most recently "The Journey of Lear"; he also directed The Humanities Players' 1987 Reader's Theatre production of Tartuffe. Off-campus he has continued to act for equity (professional) companies, most notably the New Repertory Theatre of Newton with whom he has an ongoing association. For this company he has performed in six productions in four years, including a stage adaptation of Dickens' Hard Times, in which he played three roles. (He was instrumental in bringing this production to the College in the spring of 1989 as part of the English Department's annual Victorian Day.)

In addition to his teaching and theatrical endeavors, Dr. Davis has contributed to the College in many different ways. As an adviser he serves a full complement of students, including transfers, Education majors, and Communication Arts majors. As a scholar sharing his research and passion for theatre, he offered a Lyceum Lecture on the plays of Richard Brinsley Sheridan. Doubtless one of his most important contributions has been his role in helping to design the new Communication Arts major. Here he not only wrote the Acting and Directing Concentration but also developed two new courses: Voice and Articulation (71.260), to be offered in Spring, 1990, and Directing for the Stage (71.318). For the past two years he

has also served on the Curriculum Committee, as well as on two sub-committees.

In summary, we believe that Dr. John B. Davis' contributions to the College and to his discipline have been outstanding. His contribution in theatre arts alone is invaluable not simply because he teaches such courses as voice, acting, and direction, but because he himself is a living example of the acting craft. In his September 10, 1989 letter of recommendation for Professor Davis, Larry Lane, artistic director of the New Repertory Theatre, had this to say of him:

His strengths [as an actor] are exceptional: an unusual analytical ability in working with a text; a rare sensitivity to language and the spoken word; a marvellous, subtle sense of comedy; and a strong sense of character.

Accomplished actor though he may be, Professor John B. Davis is also much more: an excellent teacher and a dedicated academician. The College is most fortunate to have an individual of his calibre. We enthusiastically recommend that he be granted tenure.

Sincerely yours,

Arthur Nolletti, Jr.

Arthur Nolletti, Jr.

Chairperson, Tenure Committee

Other Committee Members:

Dr. Madeleine Adler

Prof. Jeffrey Baker

Dr. Joan Horrigan



Access to Excellence JAN 18 1995

Framingham State College

100 State Street, Framingham, MA 01701-9101

Department of Mathematics (508) 626-4717

Jan. 16, 1990

Dr. Paul Weller
President
Framingham State College

Dear President Weller:

The Committee on Tenure for Professor Martha Fletcher of the Home Economics Department unanimously recommends that she be awarded tenure. The Committee has met and complied with all procedures as set forth in Article VIII, Section H, of the Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA.

While at Framingham State College, Martha Fletcher has distinguished herself as an outstanding and dedicated teacher who has excellent rapport with students, and also as an active advisor who is often sought out by advisees for her guidance. She is a well-liked and a well-respected colleague. It says a lot about Marty Fletcher that her tenure enjoys the support of every member of her very large department.

Since joining our faculty, Dr. Fletcher has maintained and furthered a strong interest in curriculum design, which she hopes to continue to pursue at Framingham State in the future. In this regard, she has served on her department's curriculum committee, has designed new courses, and is actively involved in updating and improving departmental programs.

Martha's contributions to professional organizations in her discipline have been noteworthy. She has served as a co-editor of the Massachusetts Home Economics Association (MHEA) newsletter, as the MHEA Vice President for Programs, and as faculty advisor to the student MHEA chapter on campus.

Professor Fletcher has also contributed to the college community outside of the Home Economics Department. She has served on various college committees, including two Pedagogy Day Committees, the Academic Policies Committee (APC), and some of the APC's more time-intensive subcommittees. In her committee work, she has been recognized as a conscientious member who was both effective and easy to work with.

For all of these considerations, and for her capacity to continue

to contribute to our college in the future, we take pleasure in recommending Martha Fletcher for tenure at this time.

Yours truly,

Anita Goldner

Anita Goldner
Chair, Tenure Committee

Other committee members:

Dr. Madeleine Adler
Ms. Margaret Potter
Dr. Pat Daly



Framingham State College

100 State Street, Framingham, MA 01701-9101

Access to Excellence

January 23, 1990

Dr. Paul F. Weller
President
Framingham State College
Framingham, MA 01701

Dear President Weller:

In accordance with all procedures set forth in Article VIII, Section H of the Agreement Between the Board of Regents and the Massachusetts Teachers Association/NEA, the Committee on Tenure for Dr. Claire Graham has met and unanimously recommends that she be awarded tenure.

Dr. Graham has consistently received excellent evaluations of her teaching skills from her students. Students and colleagues have both applauded her positive attitude towards teaching which is one reason she is held in high regard by both groups. Her course materials and classes are very well organized and thorough. Her ability to select and use appropriate strategies and methodologies reflects her strong interest in remaining current with the literature and has made her a role model for other faculty.

Few of her peers are more deeply involved or as committed to continuing scholarship as Dr. Graham. She is presently serving in a leadership position for the National Council of Teachers of Mathematics in establishing nationwide standards for the teaching of mathematics. At the State level, she continues to be an active member of Basic Skills and Assessing Skills, two committees of the State Department of Education. In addition, she has found time to contribute to several publications on the topic of problem solving. Her extensive involvement at both the State and National level is beyond the scope of this report to identify. It suffices to say that she has established, among her colleagues, a reputation for commitment and involvement in academic excellence at the State and National level.

Dr. Graham's contributions to the college community are equally significant, in particular are her reelection to the All College Committee, advisor to the student Honor Society in Education, membership in the Joint Task Force on Teacher Preparation, and membership on various department committees.

In all respects, Dr. Graham exhibits those characteristics of teaching effectiveness, scholarship, and campus contributions that identify her as an outstanding member of the college community. It is with a great deal of pride and satisfaction that the committee recommends she be awarded tenure.

Respectfully,

Walter Czarnek

Walter Czarnek
Chairperson, Tenure Committee

Other Committee Members:

Dr. Madeleine Adler
Dr. Robert Grant
Dr. Joseph Caruso



Framingham State College

100 State Street, Framingham, MA 01701-9101

Psychology Department

Access to Excellence

January 22, 1990

Dr. Paul F. Weller, President
Framingham State College
Framingham, MA 01701

Dear President Weller:

The Committee on Tenure for Dr. Marie McKinney of the Department of Economics and Business Administration has met in compliance with procedures set forth in Article VIII, Section H, of the Agreement between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA. The committee unanimously recommends that Professor McKinney be awarded tenure. This recommendation is based upon her effectiveness as a teacher, her commitment to the students of the college, her active participation in college and departmental affairs, and her continuing research record.

Dr. McKinney brings to the college her wide knowledge of economics and business with a special interest in international trade and entrepreneurship, areas of emerging interest and concern in her discipline. She has taught a wide variety of both upper-level and introductory level courses at the college. Dr. McKinney has a deep interest in pedagogy. Her courses are well structured and include a number of exercises designed to involve students in the course material and require them to communicate both with her and each other in written and oral form. She has placed an emphasis on utilizing computers in her courses so that her students will become computer literate. Student evaluations of her courses are uniformly excellent. Professor McKinney's concern for her students is also evidenced in her student advising. Her personnel evaluations typically characterize her as one of the best advisors in the department.

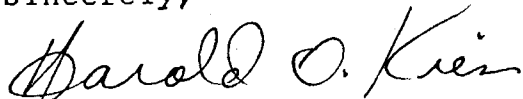
Dr. McKinney has also served as a very active member of the Department of Economics and Business Administration. She served on the departmental undergraduate curriculum committee for two years and served as its chair for one year. It was during this period that much of the business major at the college was restructured to conform more closely with accreditation standards set by the American Assembly of Collegiate Schools of Business Administration. She served also on the departmental Academic Computer Services and Information Systems Committee and coauthored the report that led to the joint Computer Science and Department of Economics and Business Administration computer laboratory in Hemenway Hall.

Professor McKinney has also participated actively in the college community. She has served on both the Academic Policies and the Professional Development Committees since 1986. In addition, she has regularly participated in the Admissions open house and in the last two years has been involved with the orientation program for the ARC students.

Given her many college and departmental activities, it would seem that Professor McKinney would have little time for research and publication. On the contrary, however, she has been a very active researcher while at Framingham State College. She has published two papers in the last two years, one of them in the Sloan Management Review. Further, she has also been invited to submit several papers including a biographical sketch of G. William Miller for the Biographical Directory of Members of the Federal Reserve Board of Governors.

Based on the outstanding achievements I have summarized, the Tenure Committee is pleased to recommend the awarding of tenure to Professor Marie McKinney.

Sincerely,



Harold O. Kiess
Professor, Psychology
Chair, Committee on Tenure for
Dr. Marie McKinney

Other Tenure Committee members:
Dr. Madeleine Adler
Martha Meaney
Donald MacRitchie

Framingham State College

100 State Street, Framingham, MA 01701-9101

Access to Excellence

January 19, 1990

Dr. Paul Weller
President
Framingham State College

Tenure for Bonnie Mitchell, Library Services

The Committee on Tenure for Bonnie Mitchell has met and complied with the procedures as set forth in Article III, Section H of the Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA and unanimously recommends that tenure be granted to her.

Ms. Mitchell's responsibilities for scheduling and direct supervision of the library staff were highly commended. She has earned the respect of not only her colleagues but also the students who are employed there. She shows initiative, strong interpersonal skills, and excellent knowledge of the appropriate functioning of the library. She was cited as "one of the more valuable people in the library". Ms. Mitchell has the unanimous support of the library staff.

Commendation is due to Ms. Mitchell for the continuation of her education. After coming to Framingham State College, she obtained her Master's degree in Library Science. She is presently taking additional course work in Public Management with the goal of a second masters degree.

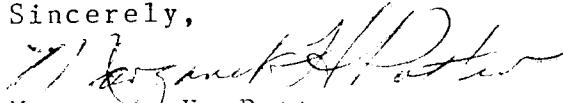
Ms. Mitchell is the library liaison with the Minuteman Consortium. She is the key person in the library responsible for planning and implementing the Minuteman system.

Attendance at and participation in professional meetings of the Massachusetts Library Association are among the contributions which Ms. Mitchell makes to her profession and which make indirect contributions to her effectiveness in Whittemore Library.

Among the many contributions which Ms. Mitchell has made to Framingham State College are serving as both secretary and president of the Arts and Humanities Council where her judgement and concern have been invaluable. She has made exceptional contributions to the Child Care Center.

Because Ms. Mitchell has made many significant contributions to Framingham State College and because we believe that she will continue to do so in the future, the Committee unanimously recommends that she be granted tenure.

Sincerely,

A handwritten signature in cursive script, appearing to read "Margaret H. Potter".

Margaret H. Potter
Chairperson, Tenure Committee

Other Committee members:

Dr. Madeleine Adler
Jonathan Husband
Maureen Krier



The Commonwealth of Massachusetts
Framingham State College
Framingham, Massachusetts 01701

January 24, 1990

Dr. Paul F. Weller, President
Framingham State College
Framingham, MA 01701

Dear President Weller:

The Committee on Tenure for Dr. Peter Ryan of the Economics and Business Administration Department has met in compliance with procedures set forth in Article VIII, Section H of the Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA. The Committee unanimously recommends that Dr. Peter Ryan be granted tenure.

Dr. Ryan has been an excellent addition to the Economics and Business Administration Department. He has a positive attitude, a good sense of humor, voices his opinion, gets his point across and is cooperative and approachable. His teaching is stimulating, students are encouraged to ask questions and he is receptive to various points of view. His courses are well organized and the course outlines are excellent. Dr. Ryan is readily accessible to students and a considerable amount of his time is spent talking to and advising students. He is highly regarded by his students and he consistently treats them with respect.

Dr. Ryan is a very cooperative Department member and a fine faculty colleague. He accepts total responsibility when he chairs a project and consistently his performance is excellent. He has served with distinction on a number of Department and College Committees and has demonstrated a sincere commitment to the Framingham State College Community.

Dr. Ryan is friendly, personable, articulate and knowledgeable. His file shows a positive professional development. He is currently enrolled in a two year program to become a certified Financial Planning Advisor and has participated in a training program sponsored by Merrill, Lynch, Pierce, Fenner and Smith, Inc. Dr. Ryan is active in professional associations and for several years has attended and participated in the annual conference sponsored by the New England Business and Economics Association.

For all these reasons, we are pleased to strongly support the candidacy of Dr. Peter Ryan for tenure.

Respectfully submitted,

William F. Bugden

William F. Bugden, Chair

Tenure Committee for Dr. Peter Ryan

WFB/mc

Other Committee Members

Dr. Madeleine W. Adler

Professor Maureen Dunne

Professor Donald MacRitchie



The Commonwealth of Massachusetts
Framingham State College
Framingham, Massachusetts 01701

December 1, 1989

Dr. Paul Weller
President
Framingham State College

Dear President Weller:

The Committee on Tenure for Professor Sonja Sandberg of the Mathematics Department unanimously recommends that she be awarded tenure. The committee has met and complied with all procedures as set forth in Article VIII, Section H, of the Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA.

Dr. Sandberg is recognized by students and colleagues alike as an exceptional teacher. She takes considerable care in organizing her syllabi, is demanding in her expectation of student performance and in general evidences genuine concern for the intellectual growth of her students. Her practice of holding scheduled help sessions at 7:30 AM every week, as well as her participation in the Integrated Skills Reinforcement program are but two examples of her dedication to teaching.

The Committee was particularly impressed with the evidence of Dr. Sandberg's commitment to continuing research. She has co-authored several reports on developing models for the spread of AIDS disease and will be giving a Lyceum on this subject next spring. More recently she has begun work on developing a mathematical model for the life cycle of the tick responsible for transmitting Lyme disease.

Her contributions to the college community are manifold. For the past several years she has been the Coordinator of the Math Placement Testing Program. She has streamlined the testing by eliminating a test which was yielding marginal information, has worked with the Computer Center to assure that test results are available to advisers in a timely manner, and most beneficial of all, has arranged

608 DEC -4 11 00 42

to have the test results become a permanent part of the record sent to advisors each semester. All of these improvements have greatly enhanced our Math Placement Testing Program. It is a tribute to Dr. Sandberg's efforts that this test is considered by many to be a model of how freshman testing ought to work.

In addition to her work as the Coordinator of the Math Placement Test, Dr. Sandberg has ably served the College community through her work on the Skills Advisory Committee, the Academic Policies Committee and, that ultimate test of dedication, the Curriculum Committee.

We find Dr. Sandberg to be in all respects an exemplar of the sort of dedicated teacher and scholar that the College wishes to attract and retain. She has made significant contributions to the College through her teaching, research and committee work and there is every reason to believe she shall continue to do so in the future. We gladly recommend that she be granted tenure.

Sincerely,



Arthur M. Doyle
Chairperson, Tenure Committee

Other Committee members:

Dr. Madeleine Adler
Dr. Fred Bown
Dr. Thomas Koshy

January 22, 1990

Dr. Paul Weller
President
Framingham State College

Dear President Weller:

The Committee on Tenure for Professor Charles White of the Economics Department unanimously recommends that he be awarded tenure. The Committee has met and complied with all procedures as set forth in Article VIII, Section H, of the Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA.

What is apparent from reviewing Dr. White's file is the high esteem in which his teaching is held by students and colleagues alike. Despite a reputation as an extremely demanding instructor, students comment repeatedly on Dr. White's ability to bring the subject-matter alive, to engage the students' intellect. Dr. White sets a high academic standard for his students and his students have responded to the challenge.

Since coming to Framingham, Charles White has taken a strong interest in curriculum matters at both the departmental level as well as at a college wide level. Dr. White has been a key player over the past several years in the college's efforts to re-evaluate and introduce a new general education curriculum. Needless to say, this has been a time consuming effort. Yet Dr. White has put in that extra time believing that the central strength of the institution rests in the curriculum provided to its students. Dr. White also has chaired numerous committees within the Economics Department concerning curriculum matters.

Dr. White has found the time to pursue his own scholarly efforts as well. He has written several research papers focusing on an analysis of unemployment and labor markets. There is every indication that this scholarly orientation will continue to grow in the years ahead.

1990 JAN 22 11:10:01
Framingham State College
Office of the President

The Tenure Committee believes that people such as Dr. White represent the future of Framingham State College. He is a consummate professional who believes his skills and energies must be mobilized to serve his students and those in the entire college community. Therefore, members of the Tenure Committee take great pleasure in recommending Charles White for tenure.

Sincerely,

A handwritten signature in cursive script, reading "John R. Ambacher".

John R. Ambacher

Chairman, Tenure Committee

Other Committee Members:

Dr. Madeleine Adler
Dr. Donald Krier
Dr. Donald Macritchie



Access to Excellence

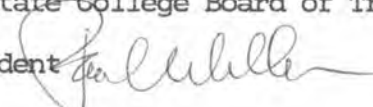
Framingham State College

100 State Street, Framingham, MA 01701-9101

Office of the President

(508) 626-4575

FAX (508) 626-4592

TO: Members, Framingham State College Board of Trustees
FROM: Paul F. Weller, President 
DATE: March 8, 1990
SUBJECT: Non-Recommendation for Tenure

In keeping with the guidelines of the Extended Agreement Between the Board of Regents of Higher Education and the Massachusetts Teachers Association/NEA, I am submitting, for Trustee action, my recommendation that Tenure status not be granted to Assistant Professor S. Aurora Riel of the Economics and Business Administration Department.

Following a thorough review of the recommendations of the Tenure Committee, Department Chair, and the ad hoc Committee (attached), it is my recommendation that Tenure status not be granted.

PFW:amd

attachments: (3)

Framingham State College
February 6, 1990

Dr. Paul Weller
President, Framingham State College
Framingham, Ma. 01701

Dear Dr. Weller:

The committee on tenure has discussed the application of Professor Aurora Riel under several headings: Teaching Effectiveness, Academic Advising, Continuing Scholarship (including her Service to the Department and the College), and her other Professional Activities. This letter will address each area separately.

Teaching Effectiveness

We conclude that the evidence demonstrates that Professor Riel's teaching performance contains serious weaknesses. Student evaluations of her courses over the years have been less than satisfactory. Major problems are particularly evident in the responses to questions 5 (receptiveness to new ideas and others' viewpoints), 9 (the relevance of the assigned readings to the course), 10 (relating course concepts in a systematic manner), and 11 (the organization of the course). Since Professor Riel's own draft manuscript, stressing innovativeness and a new approach to the teaching of accounting, is used as a text in the course, the negative responses to question 9 are particularly disturbing. Moreover, since the courses are designed for freshmen and sophomores, for whom proper organization of the course and its concepts are crucial, the weakness in these areas is particularly unacceptable.

The chair's evaluation discloses that despite several annual evaluations which mentioned deficiencies in her teaching, Professor Riel has apparently made no effort to improve. Instead, Professor Riel devised an elaborate system to recalculate the student evaluations. But even while claiming that all non-respondents must be counted as favorable and supportive (a statistically indefensible approach which distorts the results), a significant percentage of Professor Riel's students declared themselves not satisfied with her classes. In light of the student evaluations, the chairman's negative evaluation, and Professor Riel's failure to address the

problems revealed by the evaluations, this committee judges that her teaching performance is not one that merits the awarding of tenure.

Academic Advising

Professor Riel's advising is satisfactory, and from the evidence manifests concern for her students.

Continuing Scholarship

a. Research/Contributions to Academic Programs

Professor Riel's dossier includes a draft manuscript for an accounting text. This manuscript, in the form which she presented it to the committee and in which she has used it as a classroom text, is not a persuasive piece of pedagogy. It displays serious flaws in the systematic presentation and development of concepts. It includes general principles, but does not relate them one to another in a clear or logical way. The poor writing throughout, and in its lengthy introduction (including sentence fragments, incorrect pronoun references, tense shifts) makes the author's meaning difficult and sometimes impossible to follow. The committee judges the manuscript to be confusing and lacking in intellectual coherence and clarity. Rather than bolstering her dossier, the manuscript is telling evidence of Professor Riel's inability to organize materials in a clear and systematic way, and of what appears to be her general inability to use clear and correct language. Neither as published or unpublished research, then, nor as a contribution to the academic programs of the college does Professor Riel's manuscript for an accounting text offer support for her candidacy for tenure.

We note as well that Professor Riel's dossier includes a large number of irrelevant items, such as papers written by other scholars in her field. These were of no assistance to the committee. We note, however, that the generally disorganized state of the dossier is further evidence of Professor Riel's inability to present materials in a coherent and clear fashion.

b. Contributions to the College/Department

Over the years, Professor Riel has demonstrated poor interaction with her

colleagues in the department and at the college. Rather than engaging in meaningful give and take with those who disagree with her, or who wish to discuss issues, she has repeatedly resorted to threats and personal attacks. She has demonstrated that she is an individual unable or unwilling to help solve problems or resolve differences by using proper channels or debate to deal with matters of concern to the department.

The chair's evaluation, which is confirmed on these points by the tenured member of the department who served on this committee, makes clear that Professor Riel is repeatedly confrontational and threatening in her dealings with colleagues in the department. The committee concludes that her continuous, premature, preemptive and neglective use and misuse of adversarial tactics against others in the department and the college violates the spirit of reasoned debate that must inform an academic community. It has been destructive of both the work environment and the academic freedom of department members. The committee concludes that Professor Riel is prone to cause serious tensions and has demonstrated an unwillingness to cooperate with others, thus creating an atmosphere where free and open discussion is inhibited. For these reasons we are persuaded that Professor Riel has failed to contribute effectively to the department and the college but has, instead, conducted herself in ways that have seriously impaired the proper functioning of the department.

Other Professional Activities

Professor Riel has attended professional conferences on a regular basis, something that is important in the maintaining of her professional licenses. In this particular she has fulfilled her undertakings with respect to the participation in professional organizations and societies. We note, however, that her doing so has never gone beyond the mere attendance at professional meetings.

Summary

Professor Riel's dossier, her student evaluations, the manuscript she uses in her accounting classes, an additional manuscript ("Mother Goose Goes to Harvard," which was presented to the committee during the candidate's visit), and the summary of her position that she submitted to the

committee (see copy on file), all demonstrate her inability to function in a systematic, clear, and logical fashion and are instructive of the conclusion the committee has reached concerning the quality of her teaching, her scholarship and her contributions to the college.

The Contract mandates that each department and its committees review candidates for tenure on the basis of whether they would be constructive and significant contributors to the continuous development of high quality education at the institution. After having reviewed the teaching, advising, continuing scholarship, and other professional activities of Professor Aurora Riel, this tenure committee unanimously concludes that she should not be granted tenure.

Yours truly,

Helen Heineman

Professor Helen Heineman, Chair, Tenure Committee
Professor Donald MacRitchie, Chair, Economics
Professor Robert Wallace, Economics
Dr. Madeleine W. Adler, Academic Vice President

cc: Professor Aurora Riel

TO: Dr. Madeleine Adler
Vice-President, Academic Affairs

FROM: Donald R. MacRitchie *DRM*
Chair, Economics and Business Administration

DATE: Oct. 13, 1989

Enclosed is my evaluation of Ms. S. Aurora N. Riel's application for tenure. I am sorry to say that I cannot recommend that tenure be granted in this case. Despite a number of positive aspects of her performance, I feel that there are some serious problems, primarily in teaching effectiveness and contributions to the Department; and that these problems outweigh the positives. I am especially concerned by the fact that even though I have pointed out these issues in previous evaluations, she appears not to have taken any steps to address these concerns. Indeed, I believe that she does not feel that they are problems.

Article IX of the contract (page 132) requires the candidate for tenure to present "substantial evidence" that he or she "...will be a constructive and serious contributor to the continuous development of high quality education at the institution." I believe that due to the problems which I have pointed out in my evaluation, Aurora has failed to supply the necessary "substantial evidence".

- The enclosed materials include:
1. the Chairperson Evaluation Form (D-2),
 2. the D-2 form from my previous evaluation (The candidate included an altered version.),
 3. the Continuing Scholarship selection form (A-1),
 4. the most recent Classroom Visitation forms (D-1),
 5. student evaluations for the review period, and
 6. the materials submitted by the candidate. Since these materials include previous evaluations and classroom visitation forms, I have not included my own copies.

The provisions of all relevant sections of the contract have been complied with in the conduct of this evaluation.



Access to Excellence

Framingham State College

100 State Street, Framingham, MA 01701-9101

November 17, 1989

Dr. Madeleine W. Adler
Vice President of Academic Affairs
Framingham State College
Framingham, MA 01701

Dear Dr. Adler:

The ad hoc committee on tenure has completed its evaluation of Professor Aurora Riel of the Economics Department. The summary of our proceedings signed by the committee members and the record of our vote are enclosed. Furthermore, I certify that in the process of recommending tenure the committee has complied with the procedures as set forth in Article 8 of the agreement between the Board of Regents and the Massachusetts State College Association (MSCA).

The unanimous decision by the committee to recommend tenure for Professor Riel is based upon her effectiveness as a teacher, her contributions to the college and the Economics Department, and her scholarly endeavors. We believe that Professor Riel will continue to maintain her high standards of performance not only within the classroom but also the Economics Department. Thus, it is a pleasure to provide the recommendation for tenure status for Professor Riel.

Sincerely,

Michael G. White
Chair, ad hoc committee



Access to Excellence

Framingham State College

100 State Street, Framingham, MA 01701-9101

November 17, 1989

Professor Aurora Riel
Economics Department
Framingham State College
Framingham, MA 01701

Dear Professor Riel:

The ad hoc tenure committee (Joseph Barr, David Zalewski, and myself) has completed its evaluation pertaining to a recommendation for tenure. After discussing and noting your professional interests, accomplishments, and future academic objectives, the committee has agreed unanimously to recommend you for tenure.

The decision of the committee is based upon numerous factors. We believe you have been effective as a teacher and conscientious in the performance of your professional responsibilities. Moreover, the committee is impressed with your scholarly endeavors, contributions to the college, and efforts to improve the business major of the Economics Department. Given your level of concern for student achievement and commitment to further development as a professional educator, the committee believes that you represent an asset to the college and, therefore, warrant the granting of tenure.

Sincerely,

Michael G. White
Chair, ad hoc committee

cc: Dr. Madeleine W. Adler, Vice President, Academic Affairs
Dr. Joseph Barr, Economics Department
Dr. David Zalewski, Economics Department

APPENDIX D-2

DEPARTMENT CHAIRPERSON OR AD HOC COMMITTEE
EVALUATION OF FACULTY MEMBERS

Name Aurora Riel Department Economics
Date of Last Evaluation _____ College Framingham State College
Date of This Evaluation Nov. 17, 1989

DIRECTIONS:

Evaluate each faculty member on items A through D, (include E, F and G where applicable).

On C, Continuing Scholarship, evaluate each faculty member only on those areas selected by the faculty member. Please attach Criteria Selection forms completed and submitted since the last evaluation of the faculty member.

CRITERIA:

A. Teaching Effectiveness (Article VIII, A, 1, a)

Satisfactory to good--significant amount of preparation time for class materials and projects

- integrates computers into course work
- conscientious teacher who spends a great deal of time with students and their course assignments
- attempts innovative educational techniques to enhance student learning

B. Academic Advising (Article XII, A, 3)

Good to excellent--participates in department and college open houses for new student majors

- participates in college/department orientation sessions for new students
- maintains office hours to enhance student accessibility

C. Continuing Scholarship (Article VIII, A, 1, c)

Good to very good--enrolled in a Ph.D. program in accounting at New York University

- membership in numerous professional organizations
- completed a draft for a text in financial accounting which emphasizes innovative learning and accounting processes
- attends professional workshops and conferences in field
- relates dissertation research to text materials

D. Other Professional Activities (Article VIII, A, 1, d)

Very good--assisted in the development of departmental academic programs

- assisted in the development of accreditation procedure and standards
- served on departmental committee--Business Advisory, Curriculum, Long-Range Planning
- served on college committees--Data Processing, Affirmative Action

E. Alternative Responsibilities (Article VIII, A.1.d;
Article XII, D; Article XIV)

not applicable

F. Effectiveness in correcting or disciplining students
when necessary (for academic faculty at the Massachusetts
Maritime Academy only) (Article XIIIB A.1 and A.3.d)G. Maintenance of a proper uniform (for Maritime Specialists
at the Massachusetts Maritime Academy only) (Article VIIIB
A.2.b and A.3.d)H. Contributions to Maritime training and Shipboard Operations
(for Maritime Specialists at the Massachusetts Maritime
Academy only) (Article VIIIB A.2.c)

Signature of Department
Chairperson

Date

This is to certify that I
have read this evaluation

or

Michael H. White 11-20-89 J. Anne H. Kil 11/21/89
Signature of Committee Chairperson Date Signature of Faculty Member Date

If a Committee, list the names
of the members of that Committee:

(TO BE FILED IN BY CHAIRPERSON OF THE COMMITTEE):

Dr. Joseph Barr

Dr. David Zalewski

Names of Committee Members

Record of votes case, if any:

(TO BE FILLED IN BY CHAIRPERSON OF THE COMMITTEE):

3 0 Nov. 16, 1989
(For) (Against) Date of Vote
VOTE